

# National Skills Bulletin 2023



National Skills Council

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# National Skills Bulletin 2023

A Report by the Skills and Labour Market  
Research Unit (SLMRU) in SOLAS on  
behalf of the National Skills Council

October 2023

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# Foreword by the Minister for Further and Higher Education, Research, Innovation and Science Simon Harris TD

Ireland's economic recovery from the COVID-19 pandemic has been remarkable. In 2022, we experienced both historically high employment rates and low unemployment rates. Some sectors, such as ICT and professional activities, grew strongly throughout the pandemic and continued to grow in 2022; although many ICT companies underwent restructuring during the year, employment levels have remained strong. Other sectors in the economy which were particularly impacted by the pandemic, such as accommodation and food and construction, saw significant recovery in employment levels in 2022.

Although the strong employment growth has produced considerable opportunities, it has also led to significant challenges in sourcing candidates to fill vacant roles, particularly as the potential additional labour supply shrinks. In 2022, we saw a fall in transitions into employment (from unemployment and economic inactivity) but also increased labour market transitions for those changing occupations. For employers, the ability to retain and develop the skills of their current workforce is more pertinent than ever. This report identifies skills shortages persisting in occupations in science and engineering, ICT, health and social care, construction, other craft, hospitality and transport and logistics. In addition, recruitment issues have been highlighted in a number of occupations including primary/secondary school teachers, social workers, project/operations managers, production managers in manufacturing and construction occupations.

Upskilling and reskilling requirements as a result of digitalisation and/or climate-related activities are particularly key for financial occupations (e.g. accountants, financial managers), across all construction occupations, other craft workers (e.g. vehicle trades, electricians), government admin roles, manufacturing operatives and transport and logistics occupations.

With the tightening of the labour market, the attractiveness of certain jobs presents as an issue especially for butchers, agricultural labourers, care workers, hospitality and childcare workers, and for a number of operative roles (e.g. meat processing, general/production, warehouse).

The education and training system plays a key role to address these issues. We are making significant strides in increasing the number of available education/training places for occupations highlighted as being in particular demand (e.g. across an array of healthcare and teacher training courses) along with significant investment in our apprenticeship system to meet the demand for construction workers and a number of other key areas.

In a world that is changing rapidly, and where skills needs are constantly evolving, Ireland's social and economic prosperity is dependent like never before on our ability to adapt and produce a highly skilled workforce.

The skills intelligence from the National Skills Bulletin is an excellent resource which continues to inform education and training provision, career choices and skills policy. Although challenges in the wider economy remain, with 2023 being European Year of Skills, encouraging individuals to avail of upskilling and reskilling opportunities is of particular importance so as we ensure that those in the Irish workforce have the skills needed to meet these future challenges but also the many opportunities that lie ahead.

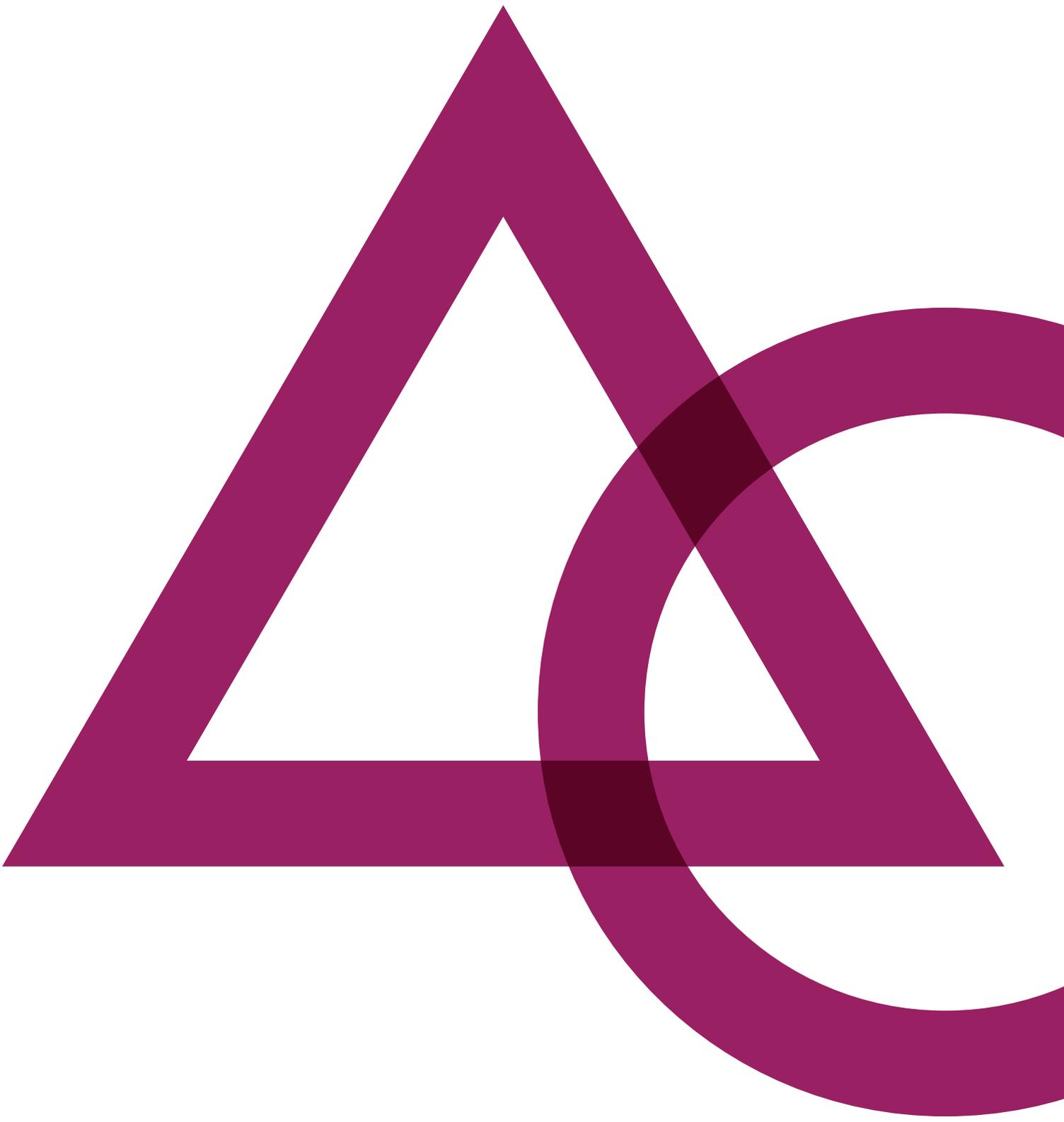
Working together, we can continue to respond in a timely, agile way to the skills needs of the labour market to ensure an age of good work, good jobs and improved quality of life for all of us.



Simon Harris T.D.  
Minister for Further and Higher Education, Research, Innovation and Science

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# Executive Summary

The National Skills Bulletin 2023 is the nineteenth in an annual series of reports produced by the Skills and Labour Market Research Unit (SLMRU) in SOLAS and the seventh to be produced on behalf of the National Skills Council (NSC). It presents an overview of the Irish labour market at occupational level.

The Bulletin aims to assist policy formulation in the areas of employment, education/training, and immigration (particularly the sourcing of skills which are in short supply in the Irish and EU labour market from the EEA); it also aims to inform career guidance advisors, students and other individuals making career and educational choices.

For the most part, the analysis presented in the Bulletin reflects the data gathered by the SLMRU across a range of data sources, including the CSO's Labour Force Survey; it spans 95 occupational groups and examines a number of labour market indicators.

## Snapshot of the Irish Labour Market in 2022

The rapid recovery in the Irish labour market from the shock of the COVID-19 pandemic has been remarkable. Between 2019 and 2022, growth in the labour force was driven by both migration and participation (a greater share of the population engaged in the labour market). The participation effect is particularly notable, with the overall participation rate increasing in 2022 to above pre-pandemic levels and the highest level observed since 2008, supported by the rise in remote work and the strength of economic growth. Increased participation, mainly among female and young workers, has been a key factor supporting the strong employment recovery. Employment numbers grew significantly and reached record annual levels in 2022, with most sectors exceeding their pre-pandemic employment. By the end of 2022, the unemployment rate was at near historic lows indicating a tight labour market. The high demand for labour was evident in the number of new employment permits issued to non-European Economic Area (EEA) nationals in 2022. Retention of existing staff and upskilling/reskilling of the current workforce will be a key concern to employers as demand for skills outstrips supply across occupations.

In 2022, the strong rebound from the impact of COVID-19 is evident in labour market indicators:

- **the labour force stood at 2.67 million persons** (annual average), an annual increase of 119,800 persons (or 4.7%); the labour force was 9.3% (or 226,900 persons) above 2019 pre-pandemic levels
- **at 64.6%, the labour force participation rate (persons aged 15+ years)** in quarter 4 2022, was slightly lower than the rate in quarter 4 2021, but 2 percentage points higher than the pre-pandemic rate in quarter 4 2019
- **2.55 million persons were employed** in 2022 (annual average), an increase of 158,100 persons (or 6.6%) since 2021 and 9.9% (or 228,500 persons) above 2019 levels
- **at 73.2%, the employment rate** (persons aged 15-64) in quarter 4 2022 was the highest rate recorded, an increase of 3.1 percentage points compared to quarter 4 2019
- **119,400 persons were unemployed** in 2022 (annual average), a fall of 38,400 persons (or 24.3%) since 2021, and the lowest levels observed since before the 2008 financial crisis
- **at 4.2%, the unemployment rate** (persons aged 15-74) in quarter 4 2022 was 0.7 percentage points below the rate in quarter 4 2021.

In addition, between quarter 4 2021 and quarter 4 2022, there were declines in the long-term unemployment rate, the broad unemployment rate, and the youth unemployment rate; all rates were also below pre-COVID-19 levels. Although the NEET<sup>1</sup> rate increased by 1 percentage point to 6.8% since quarter 4 2021, it remained 2 percentage points below the rate in quarter 4 2019.

Other labour market developments worth noting include the following:

- between quarter 4 2021 and quarter 4 2022,
  - **average hourly earnings increased** for all economic sectors
  - the **inactivity rate (persons aged 15-64) increased** by 0.3 percentage points to 23.5%
  - the **total age dependency ratio decreased** by 0.3 percentage points to 52.9%
- there were **1.98 million labour market transitions**<sup>2</sup> recorded in 2022, compared to 2.02 million in 2021 and 1.4 million in 2019; the most significant change between 2021 and 2022 related to a decline in movements into employment (from unemployment or inactivity) as the effects of COVID-19 eased, and a considerable increase (+203,000) in the number of transitions for those changing occupations (inter-occupational)
- when all four quarters of 2022 were summed, there were **542,000 recent job hires**, an increase of 9% on 2021 and 22% on 2019; of the recent job hires in 2022, 41% were aged 15-24 years, 46% held third level qualifications, the wholesale and retail and accommodation and food sectors combined accounted for 31% of hires, and elementary and professional occupations combined accounted for 38% of hires
- approximately **37,000 new employment permits** were issued in 2022, far exceeding the 14,000 issued in 2021 (and indeed any previous year); in 2022, the ICT and health sectors combined accounted for more than half (53%) of new permits issued; permits for professional occupations accounted for almost two thirds (63%).
- an estimated **14,600 arrivals from Ukraine were in employment** as of mid-December 2022, and the number had risen to 21,700 by mid-May 2023, an increase of 7,100 (or 48.6%)
- the workforce in most **regions** increased between quarter 4 2021 and quarter 4 2022, with the largest growth (+6%) in the Mid-East region; with the exception of the Border region, the unemployment rate fell in all regions
- the **CSO vacancy rate increased across all sectors** between quarter 4 2019 and quarter 2022, with the exception of ICT (where it declined) and accommodation and food (where it was unchanged)
- **online job advertisements (OVATE data) increased by 2%** between 2021 and 2022; large relative increases for education professionals, hospitality managers, and health professionals were countered by declines for process/plant operatives, other skilled trades and ICT professionals.

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<sup>1</sup> Not in Employment, Education or Training (NEET)

<sup>2</sup> The change in the labour market status of individuals – employment, unemployment and economic inactivity – between two points in time is referred to as a 'labour market transition'.

## Sectoral Employment

In quarter 4 2022, with 336,500 persons employed, health & social work was the largest sector, followed by industry (323,000 persons) and wholesale & retail (320,300 persons). Combined, these three sectors made up 38% of total national employment.

Despite the year-on-year growth that occurred across many sectors between quarter 4 2021 and quarter 4 2022, analysis of the three-year period since quarter 4 2019 shows that employment in a number of sectors remained below pre-COVID-19 levels. The most notable declines were for employment in the accommodation/food and agriculture sectors, which fell by 5% (8,600 fewer workers) and 6% (6,000 fewer persons) respectively over this period. At the same time, growth in employment levels was particularly strong for the ICT and professional services sectors, at 29% and 21% respectively over the three years. While employment in these sectors proved to be more resilient during the pandemic, they recorded slightly negative growth in the last year: ICT (-1%) and professional services (-2%).

## Employment by Broad Occupation

In quarter 4 2022, professional, associate professional and managerial occupations made up 1.1 million persons, or 44% of total national employment. Between quarter 4 2021 and quarter 4 2022, total employment increased by 3% (68,700 persons), with above average growth for skilled trades (+14%), managers (+9%), caring services (+9%) and associate professional occupations (+5%). Compared to pre-COVID-19 levels, employment fell for sales and elementary occupations by 7,200 and 6,200 fewer persons respectively; the number of workers grew for all other occupations, with the largest relative growth for managerial occupations (+26%) and the largest absolute growth for associate professional occupations (69,200 additional persons employed).

When compared to quarter 4 2019,

- the largest absolute increase in female employment was in associate professional occupations (+43,500) while professional occupations saw the largest rise for males (+30,100)
- more than one half of the employment increase for those aged 15-24 years (57%) was in sales, skilled trades and elementary occupations; the number of 25-54-year-olds working in managerial, associate professional and professional occupations grew strongly by 27%, more than offsetting the fall in sales, farming and elementary occupations; the number of older workers (aged 55 years and over) fell in sales occupations but grew for all other occupations, particularly managers, professional occupations and associate professionals
- there was a further shift towards higher levels of educational attainment in the workforce, with an increase in the number of third level graduates for almost all occupations, except sales and elementary
- growth in full-time employment was strongest for associate professionals (+25%) and professional occupations (+14%), although it fell for others such as elementary and sales; for part-time employment, there were increases for all occupational groups except for operatives.

## Occupational Employment Outlook and Shortages

Employment outlooks are provided across the 16 occupational groups and the 95 occupations detailed in this report. A number of data sources at occupational level, as detailed in Section 10, were analysed so as to examine the level of demand for these jobs, to derive an outlook for each of the occupations, and to identify where shortages or potential shortages were arising.

The term 'shortage' within this report refers only to the situation whereby the supply of skills or labour from within the Irish workforce is insufficient to meet demand. Given that the findings are based on current data, future shortages are only indicated in cases where there is clear evidence that the shortages will persist or if current trends in education provision indicate that future shortages will emerge. While shortages exist for a number of occupations across all sectors of the economy, many of these are small in magnitude and in particular niche areas requiring a number of years' experience.

### Science & Engineering Occupations

Employment grew strongly for this occupational group over the five-year period, with above average growth across all occupations excluding technicians. The recent slowdown of outputs and exports from multinational enterprises, including pharma-related manufacturing, may dampen future growth for some of these occupations if this pattern persists. However, the impact of the green agenda (sustainability) means that as industries in Ireland address issues such as sustainable sourcing, circular lifecycles, energy efficiency, and waste minimization, the skills mix of the workforce will also need to evolve, with a continued strong demand for scientists and engineers in order to fully implement these changes. Output from third level education remains strong. Nonetheless, while these numbers are more than sufficient to meet replacement demand and growth, the skills of these graduates are in strong demand across of a wide range of other economic sectors (e.g. education, health, ICT).

#### Skills shortages:

- analytical, process, and medical scientists
- engineers (quality control/assurance, process, design, mechanical, electrical, automation)
- maintenance/lab technicians

### IT Occupations

Following a period of expansion during the COVID-19 pandemic, many of the large ICT firms in Ireland announced layoffs, restructuring and recruitment freezes in 2022. These changes have not been reflected in the employment data, with employment in the ICT sector reaching its highest levels ever by quarter 2 2023. A considerable share of persons employed are non-Irish citizens which is also reflected in the large volume of employment permits issued for this group. Supply from the education and training system remains strong, with nearly 8,000 graduates from ICT programmes at third level alone. Despite this, demand for a range of ICT skills remains strong across sectors, with shortages likely to persist, although possibly less acute than in earlier years.

#### Skills shortages:

- IT project managers
- Software developers/engineers
- IT analysts/engineers

### Business & Financial Occupations

Employment has grown steadily for this occupational group in recent years, with an additional 70,000 persons employed since 2017. Although the financial sector has been performing well overall, it faces significant skills challenges with the shift in consumer demand for retail banking, increased digitalisation and the move to sustainable financing. Spotlight on Skills data identified human resource management, leadership, communication, and project management as key business skills in demand across a range of sectors. Upskilling and reskilling will be essential across the business and financial occupations in the coming years so as to successfully navigate changes resulting from digitalisation, automation and the increased focus on sustainable finance.

## Healthcare Occupations

Employment growth over the five-year period for healthcare occupations was slightly above the national average although growth between 2021 and 2022 was particularly strong, with an additional 15,000 persons employed. Employment permits continued to be a significant source of skills for these occupations with 6,400 new permits issued in 2022. Progress was made in 2022 in addressing staffing needs according to the Sláintecare Action Plan 2023. Despite this, demand across all healthcare occupations remains strong. The number of training places for many healthcare occupations is expected to increase strongly in the coming years, particularly for nursing, medicine, and therapy related courses, which may go some way in alleviating current issues with sourcing many of the healthcare occupations.

**Skills shortages:** medical practitioners, nurses

## Education Occupations

The annual average employment growth for education occupations was above the national average, although more recently between 2021 and 2022, the increase was slower, with an additional 3,100 persons employed. Growth was primarily driven by increases in the numbers employed as primary school teachers and educational support assistants. The war in Ukraine has had an impact on enrolment figures in the education and training system, as the official enrolment projections pre-date the war. Future demand for teaching professionals will be dependent on enrolment levels across all regions in Ireland, any changes to pupil-teacher ratios and other policy initiatives. In terms of supply, increased provision will help alleviate staffing needs, but as is the case for many key occupations, the increased cost of living and the shortage of housing supply in certain regions also appears to be having an impact on the recruitment and retention of teachers in Ireland.

## Social & Care Occupations

Employment growth for social and care occupations is slightly below the national average, with an additional 15,000 persons in employment since 2017. Employment is primarily in the health sector. The number of new employment permits issued grew from 60 in 2021 to almost 2,900 in 2022 due to both increased demand and the re-introduction of quotas for care workers. Demand for these roles in the coming years will be dependent on changing demographics, with the number of 0–4-year-olds declining and the number of those aged 65 years and older rising.

**Skills shortages:** healthcare assistants

**Labour shortages:** care workers

## Legal & Security Occupations

The annual average employment growth for this occupational group over the five-year period was negative, with overall employment declining between 2021 and 2022. Future growth for these occupations will depend on Government policies for those reliant on public sector funding; for security guards, demand will depend on the level of public consumption in the areas of hospitality and entertainment along with occupancy levels in offices post-COVID.

## Construction Occupations

Employment levels in construction occupations fell during the COVID-19 pandemic, with employment numbers only returning to pre-COVID-19 levels in 2022. Demand for construction-related skills is expected to be particularly driven by Government targets for housing and climate action. An estimated 50,000 new entrants will be required across all skill levels over the period 2023-2030 to deliver Government targets for housing and retrofitting alone. The transition to a zero carbon economy and the increased adoption of modern methods of construction will have significant implications for construction-related skills, with the changing skills mix of a range of existing occupations likely to require considerable levels of upskilling/reskilling.

**Skills shortages:** civil engineers & construction project managers, quantity surveyors, plumbers, carpenters

## Other Craft Occupations n.e.c.

The five-year annual average employment growth for other craft occupations was above the national average, driven primarily by growth in employment between 2021 and 2022 with an additional 23,000 persons employed (mainly electricians). Employment in these occupations in 2022 was across industry, construction, wholesale/retail and ICT. Future outlooks for this occupational group will vary depending on the main sector of employment for the individual occupations, with upskilling/reskilling requirements a feature for many of these roles due to increased digitalisation and automation.

**Skills shortages:** Welders/fabricators, CNC programmers

## Agriculture & Animal Care Occupations

Overall employment numbers for agriculture and animal care occupations have remained relatively unchanged in recent years. Despite this, there are issues with recruitment resulting in a relatively high number of employment permits issued in 2022. Government targets in relation to climate action and disincentives to engage in low paid work are likely to impact on employment numbers for these occupations in the coming years.

## Hospitality Occupations

Employment for the selected hospitality occupations saw a significant rebound in 2022, with an additional 28,000 persons employed compared to 2021; however, employment levels remained slightly below 2019 levels. The repurposing of hotels to accommodate refugees is likely to be having an impact on employment in hospitality roles. The high inflation rates and changes to the VAT rate may also have an impact on consumer spending and the cost of doing business which will have knock-on effects on employment levels for these occupations.

**Skills shortages:** Chefs

## Arts, Sports & Tourism Occupations

Employment in these occupations fell with the onset of the COVID-19 pandemic in early 2020; employment grew strongly in 2022, with an annual increase of almost 14,000 persons, thus returning to pre-COVID-19 employment levels. Over half of employment was concentrated in the other NACE activities sector (which includes arts, entertainment and other services). High inflation and consumer spending levels will have a direct impact on employment levels in these occupations, particularly those which involve service delivery.

## Transport & Logistics Occupations

The five-year annual average employment growth rate for transport and logistics occupations was below average; numbers employed in 2022 returned to pre-COVID-19 levels, driven by an increase in the numbers employed as truck and van drivers. The skills mix within these occupations continues to evolve; Brexit has been a driving force to this change, along with the green agenda and automation. Future demand for these roles will continue to be impacted by these transitions, along with fluctuating fuel costs and supply chain challenges.

**Skills shortages:** HGV drivers, bus & coach drivers

## Administrative & Secretarial Occupations

Government administrative occupations have been the primary driver of the strong employment growth for this occupational group over the five-year period, followed by other administrators; the remaining occupations have seen little growth, or indeed declines, in employment levels over the same period. The relatively high level of recent job hires for many occupations suggests that job churn is a significant factor for these roles. In addition, the higher than average share who are aged 55 years and older indicates that job opportunities will continue to arise for replacement demand, even if employment levels are not growing. Skills mismatches may also be a feature of this occupational group with almost half holding third level qualifications.

## Sales, Marketing & Customer Service Occupations

Despite the lower than average annual employment growth over the five-year period for sales-related occupations, employment numbers have been increasing since 2020. High levels of inflation and changing consumer behaviour patterns will likely further impact on the future demand for these occupations. The data from Enterprise Ireland's Spotlight on Skills also highlights the increasingly sophisticated nature of skills required for many sales and marketing roles across a range of sectors, including manufacturing (including food), ICT and finance.

## Operatives & Elementary Occupations n.e.c.

Employment growth for this occupational group was strong between 2021 and 2022 with employment returning to pre-COVID-19 levels. Industry accounted for over half of employment in this occupational group with the remainder spread across a range of sectors. Although demand for many of these skills persists, increased automation and digitalisation are likely to result in increased upskilling/reskilling requirements for those employed to ensure they have the additional skills required for these evolving roles.

# Introduction

The National Skills Bulletin 2023 is the nineteenth in an annual series of reports produced by the Skills and Labour Market Research Unit (SLMRU) in SOLAS and the seventh to be produced on behalf of the National Skills Council (NSC). It presents an overview of the Irish labour market at occupational level.

The Bulletin aims to assist policy formulation in the areas of employment, education/training, immigration (particularly the sourcing of skills which are in short supply in the Irish and EU labour market from the EEA); it also aims to inform career guidance advisors, students and other individuals making career and educational choices.

The analysis presented in this report draws on numerous data sources relevant to the labour market in Ireland. The main data source is the CSO Labour Force Survey (LFS) which provides detailed employment numbers by occupation. The LFS has undergone a number of transitions in recent years since its establishment in quarter 3 2017, replacing the Quarterly National Household Survey (QNHS). The COVID-19 pandemic had implications for the LFS including the collection of information (with face-to-face interviews suspended) and the introduction of income support payments<sup>3</sup>. In quarter 1 2021, the CSO introduced new Integration of European Social Statistics (IESS) regulations for the Labour Force Survey. This has resulted in changes to the LFS questionnaire from Q1 2021 with the addition of new questions, the removal of certain questions and a change in relation to response options or frequency. Where applicable, these changes are highlighted in our occupational analysis.

## Occupation-related Data

Section 10 provides a detailed analysis of trends and outlooks at occupational level. Occupations are classified using the Standard Occupational Classification (SOC 2010). In cases where the number of persons employed in an occupation is too small to allow for meaningful statistical analysis, two or more occupations were merged to form an occupational group. Details of the occupations included in each occupational group are available in Appendix A.

Each occupation is examined in terms of the following:

- employment level and recent employment trends; the analysis is based on the data from the Central Statistics Office (CSO) Labour Force Survey; when interpreting the employment data, the following should be borne in mind:
  - the employment level for each occupation is expressed as an annual average (i.e. the average of four quarters in a calendar year)
  - the trend analysis covers the five-year period 2017-2022, unless otherwise specified; growth over this period is calculated in terms of the annualised growth rate, sometimes referred to as the 'average annual growth rate' for ease of reading (although the two terms are not technically identical)
- an employment profile (e.g. age, gender, citizenship, employment type and education level); the analysis is based on the LFS data for quarter 4 2022
- vacancies advertised through the Department of Social Protection's (DSP) Jobs Ireland vacancy portal (i.e. the Public Employment Service (PES)) and the Ireland subset of CEDEFOP's OVATE (online vacancy analysis tool for Europe) system in 2022
- the level of difficulty in filling vacancies; the analysis is based on data from the SLMRU Recruitment Agency Survey conducted in October 2022, from skills audits conducted by Regional Skills Fora

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<sup>3</sup> For further details, see the CSO information note: <https://www.cso.ie/en/releasesandpublications/in/lfs/informationnoteonimplicationsofcovid-19onthelabourforcesurvey/>

- managers and/or employer engagement officers (DSP) through the Skills For Growth initiative, and data on employers' skills needs gathered from Enterprise Ireland's Spotlight on Skills workshops
- the number of new employment permits issued to non-EEA nationals by the Department of Enterprise, Trade and Employment (DETE) in 2022.

The unemployment rate by detailed occupation continues to be excluded from the analysis in this edition of the Bulletin as the number of persons unemployed in 2022 who stated their previous occupation was too small to report.

## The National Skills Bulletin 2023 is structured as follows:

- **Section 1:** sets the Irish labour market within the context of recent trends and developments in the macroeconomy, and presents an overview of the economic and employment outlook for Ireland
- **Section 2:** examines trends in key labour market indicators (employment, unemployment and the labour force) and the composition of national employment (gender, age, citizenship, education etc.)
- **Section 3:** examines employment trends in economic sectors (quarter 4 2022 is compared with the same period in 2017, 2019 and 2021)
- **Section 4:** analyses employment trends by broad occupational group (i.e. employment growth and the composition of employment) up to quarter 4 2022
- **Section 5:** provides an overview of the labour market at regional level up to quarter 4 2022
- **Section 6:** examines recent trends in Irish unemployment (levels and rates) and details the characteristics of the unemployed population (i.e. gender, age, educational attainment, nationality, occupation and sector) up to quarter 4 2022
- **Section 7:** presents an analysis of labour market transitions between unemployment, employment and economic inactivity and an analysis of recent job hires in 2022 in terms of age, education level, sector and occupation
- **Section 8:** examines the inflow of labour from non-EEA countries through the various employment permit schemes
- **Section 9:** provides an overview of trends and the types of vacancies advertised through the DSP Jobs Ireland vacancy portal and the Ireland subset of CEDEFOP's OVATE (online vacancy analysis tool for Europe) system in 2022; it also reports the findings of the October 2022 SLMRU Recruitment Agency Survey on difficult-to-fill vacancies and on the CSO vacancy rate by sector
- **Section 10:** provides labour market indicators for 95 occupations presented in 16 occupational groups and provides an outlook for each occupation.



# Section 1

## Macroeconomic Context

### 1.1 Introduction

In the aftermath of the COVID-19 pandemic, Ireland's buoyant labour market has seen increasing employment levels and historically low unemployment rates. Despite this, challenges remain in the Irish economy. Although Inflation is showing signs of easing, it remains high; housing supply issues are having knock-on effects on labour supply, the war in Ukraine continues, and challenges in meeting climate action targets persist. This section provides an overview of Ireland's economic performance in 2022 and examines the macroeconomic outlook, at both a national and international level, all within the context of the likely impact on Ireland's labour market.

### 1.2 Economic performance

The onset of COVID-19 restrictions resulted in significant falls in both employment and modified domestic demand (MDD) in 2020 (Figure 1.1); both experienced a subsequent rebound, growing strongly in 2021 and 2022, with MDD growing by 8.2% in 2022. Forecasts from the Central Bank indicate that both employment and MDD will continue to see some growth over the period to 2025, albeit at a slower rate<sup>4</sup>. The Department of Finance forecast relatively similar employment growth rates, with employment forecast to grow to 2.66 million by 2025 (compared to a 2.69 million forecast by the Central Bank)<sup>5</sup>.

Gross Domestic Product (GDP) saw larger annual increases over the period examined when compared with employment and MDD, with the Central Bank forecasting a relatively steady growth of 5.3% and 5.0% for 2023 and 2024 respectively. However, GDP is considerably impacted by the presence of multinational corporations and aircraft leasing and is not thought to accurately reflect the economy in Ireland. As such, it is unlikely to provide a useful guide to the health of the labour market and the demand and supply of skills.

Figure 1.1 GDP\*, Modified Domestic Demand\* (MDD) and Employment, Annual Change (%), 2018-2022, Forecast 2023-2025



Source: SLMRU (SOLAS) analysis of CSO data, Central Bank Quarterly Bulletin, Q2 2023  
 \*Constant Market Prices, chain linked annually and referenced to year 2020, seasonally adjusted

<sup>4</sup> Central Bank of Ireland, Quarterly Bulletin, Q2 2023

<sup>5</sup> Department of Finance, Stability Programme Update, April 2023.

## Foreign-owned enterprises

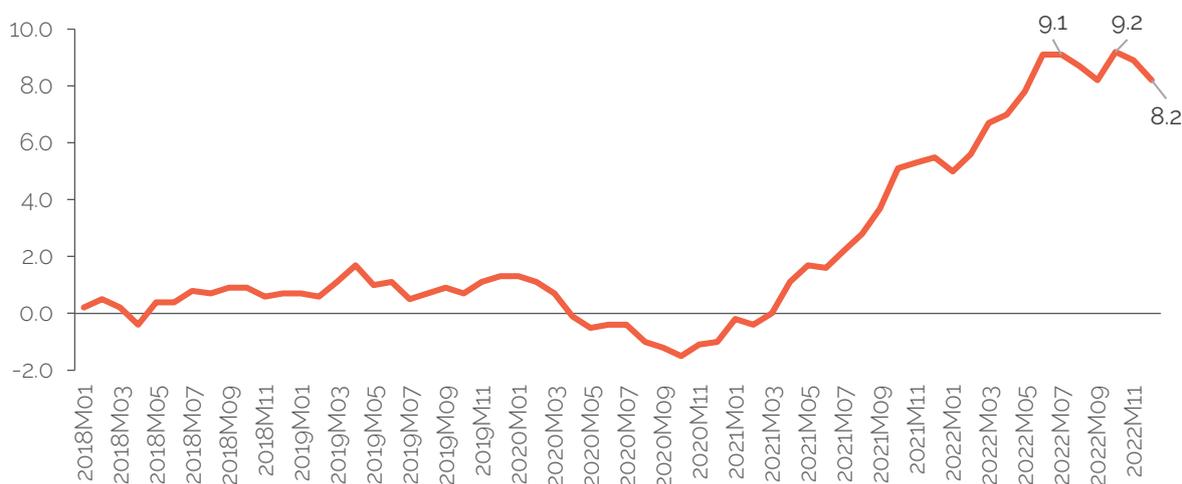
Foreign-owned multinational enterprises (MNEs) have become an increasingly important feature of the Irish economy in recent years and understanding their impact has become increasingly complex (see Fitzgerald, 2023<sup>6</sup>). The CSO National Accounts data indicates that gross value added (GVA) for foreign-owned MNE-dominated sectors continued to exceed that of non-MNE sectors in 2022 (€250.9 billion for foreign-owned compared to €199.7 billion for non-MNE sectors)<sup>7</sup>. Although both have seen growth since 2021, it was stronger for the MNE sectors at 19.4% (compared to 7.2% for non-MNE sectors). The CSO notes that MNEs dominate a number of sectors in Ireland including pharma/chemical production, computer, electronic and optical device manufacturing, medical instrument production and information and communication<sup>8</sup>. Employment growth in both pharmaceutical manufacturing and computer programming were particularly strong in 2022, with an additional 42,000 persons employed in these two sub-sectors combined since 2020 (LFS data).

## Inflation

Inflation in Ireland remains elevated; in October 2022, the annual change peaked at 9.2% (Figure 1.2). This compares to an extended period of historically low levels of inflation (below 2%) prior to 2021. Since October 2022, the rate of change in consumer prices has fallen, with the rate in December 2022 down to 8.2%, with inflation particularly driven by energy prices followed by food and drink prices. The latest available data for 2023 indicates that this trend is continuing, for the most part, although the rate of change is still significantly higher than pre-COVID-19 levels<sup>9</sup>. The ESRI forecast inflation for 2023 to average 5.0% and 3.0% in 2024, with energy prices set to decline, although food prices remain elevated<sup>10</sup>.

High levels of inflation can have an impact on consumer spending and the cost of doing business; this is likely to particularly impact the services sectors such as retail and hospitality, with potential knock-on effects on employment levels and wages. Employment growth in the wholesale and retail and accommodation and food sectors has been lower than the national average, although these sectors are also recovering from the aftermath of the COVID-19 pandemic.

Figure 1.2 Annual Rate of Change (%) in Consumer Prices Index (CPI), 2018-2022



Source: SLMRU (SOLAS) analysis of CSO data

<sup>6</sup> Fitzgerald, J. (2023). Understanding the Irish Economy, ESRI Special Article, ESRI

<sup>7</sup> Based on CSO National Accounts (constant prices, seasonally adjusted): PXStat NAQ06

<sup>8</sup> <https://www.cso.ie/en/releasesandpublications/ep/p-na/quarterlynationalaccountsquarter12023provisional/foreignanddomesticgva/>

<sup>9</sup> <https://www.cso.ie/en/releasesandpublications/ep/p-cpi/consumerpriceindexmay2023/>

<sup>10</sup> <https://www.esri.ie/system/files/publications/QEC2023SUM.pdf>

### 1.3 Enterprise sector

The recovery in the Irish economy in 2022 was reflected in the continued attractiveness of Ireland as a location for foreign direct investment. In 2022, the IDA reported that the number of client companies reached over 300,000, an increase of 9% on 2021 levels, with net job gains of 24,000<sup>11</sup>.

In terms of indigenous firms, there was also encouraging news from Enterprise Ireland (EI) which reported a net jobs growth of almost 11,000 in 2022, with total employment across their client companies reaching over 218,000<sup>12</sup>.

### 1.4 Competitiveness

The IMD World Competitiveness Ranking 2022 saw Ireland move up nine places in the rankings to 2<sup>nd</sup> (from 11<sup>th</sup> place in 2021) among 63 countries benchmarked, just below Denmark. Ireland ranked 1<sup>st</sup> in terms of its economic performance (from 7<sup>th</sup> place in 2021 and 22<sup>nd</sup> place in 2020); its ranking for government efficiency and business efficiency both rose from 11<sup>th</sup> in 2021 to 3<sup>rd</sup> place, although the ranking for infrastructure remained relatively low (19<sup>th</sup> place, from 23<sup>rd</sup> in 2021)<sup>13</sup>. Challenges for Ireland in 2023, according to the IMD, included global economic uncertainty, rising interest rates, capacity constraints (including housing) and persistent inflation.

In the Ireland's Competitiveness Scorecard 2023 report, the National Competitiveness and Productivity Council (NCPC) identified three broad themes that are considered critical to Ireland's resilience and our ability to achieve sustainable economic growth.<sup>14</sup> These themes include the planning, development and delivery of infrastructure; addressing the generation, consumption and costs related to energy; and focusing on consumer and producer prices to boost productivity, reduce costs and encouraging market competition. Addressing these competitiveness issues will, according to the NCPC, assist with the continued prosperity and the sustainability of the Irish economy.

### 1.5 Hours worked and earnings

This section examines both the average weekly paid hours and average hourly earnings across the sectors in the Irish economy. This includes an annual comparison (quarter 4 2021 to quarter 4 2022) and a three-year comparison (quarter 4 2019 to quarter 4 2022) which illustrates the change as a result of COVID-19 restrictions and the subsequent recovery. As the Employment Wage Subsidy Scheme (EWSS) was still in effect until May 2022, an analysis of its share of total earnings for selected sectors is also provided.

#### Average weekly paid hours

Figure 1.3 presents the average weekly paid hours by sector. In quarter 4 2022, the number of average weekly paid hours for the overall economy was 32.4, a decrease from 32.9 hours in quarter 4 2021, although broadly in line with quarter 4 2019. In terms of sectors, industry had the highest average weekly paid hours at 38.0. This was followed by construction (37.6 hours), ICT (37.4 hours), transport (36.2 hours), and public administration and defence (PAD) (35.3 hours). The education sector recorded the lowest average hours worked within a week (23.3 hours), followed by accommodation & food (26.5 hours).

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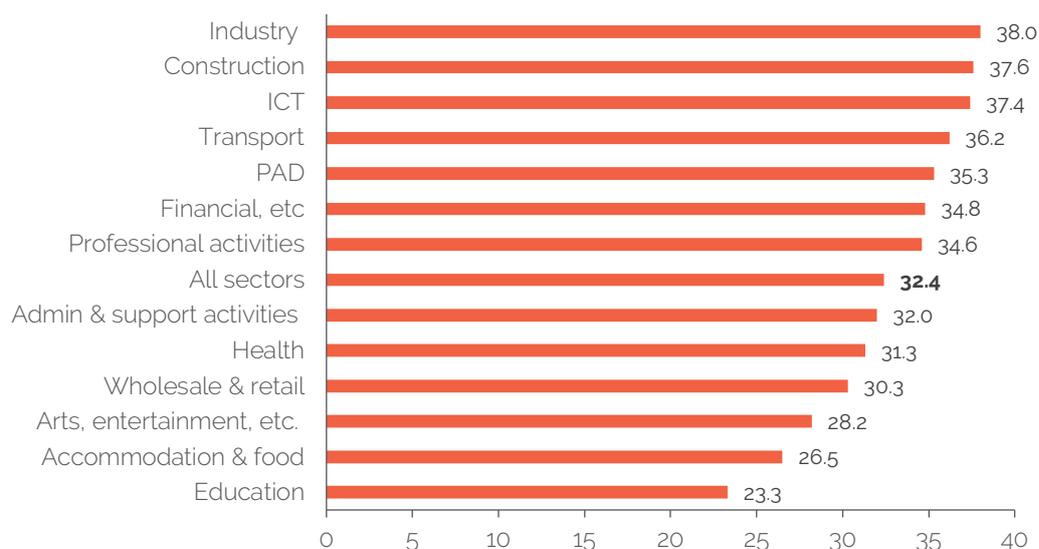
<sup>11</sup> <https://www.idaireland.com/latest-news/press-release/highest-increase-in-fdi-employment-ever>

<sup>12</sup> Enterprise Ireland, 2022 End of Year Statement.

<sup>13</sup> <https://worldcompetitiveness.imd.org/countryprofile/IE/wcy>

<sup>14</sup> Ireland's Competitiveness Scorecard Report 2023, National Competitiveness & Productivity Council, May 2023

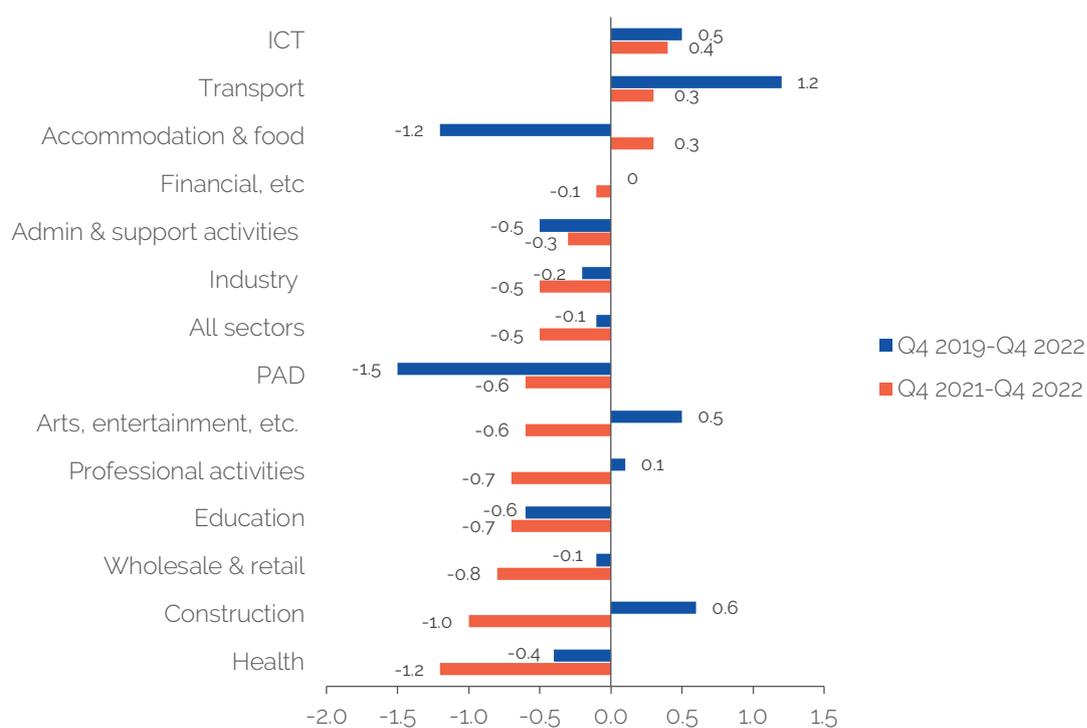
Figure 1.3 Average Weekly Paid Hours by Sector, Quarter 4 2022



Source: CSO, Earnings, Hours and Employment Costs Survey

When compared with quarter 4 2021, the average weekly paid hours declined across most sectors, with the exception of the accommodation and food, ICT and transport sectors; the largest declines were for the health and construction sectors, falling by 1.2 hours and 1 hour respectively (Figure 1.4). When compared with pre-COVID (i.e. quarter 4 2019), the transport sector saw the largest increase in average weekly paid hours at 1.2 hours; indeed, the transport and ICT sectors were the only sectors to see increases across both time periods. The PAD and accommodation and food sectors saw the largest declines in average hours worked since quarter 4 2019, at 1.5 and 1.2 hours respectively.

Figure 1.4 Change in Average Weekly Paid Hours by Sector

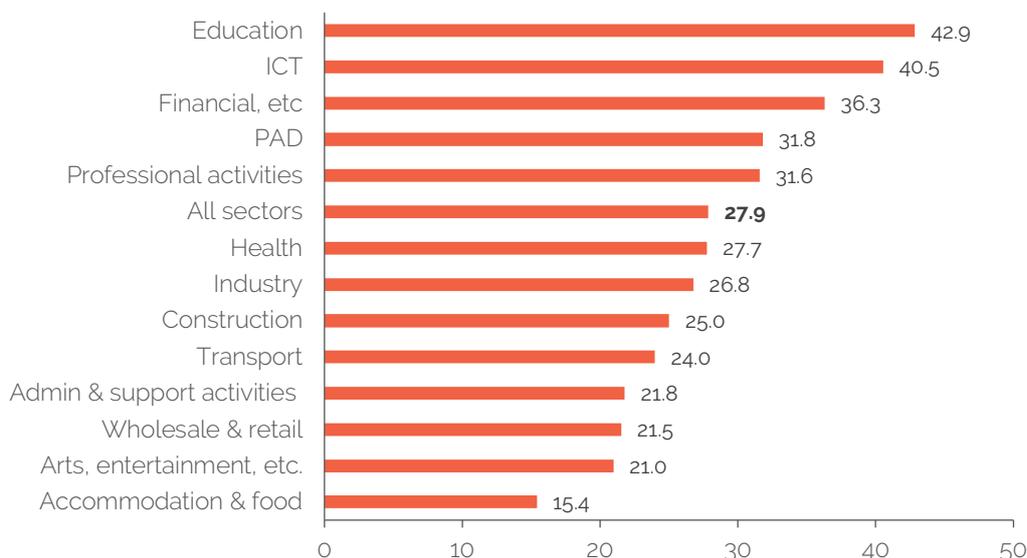


Source: CSO, Earnings, Hours and Employment Costs Survey

## Average hourly earnings

In quarter 4 2022, average hourly earnings were €27.90, which was €1.60 more than in quarter 4 2021 and €3.70 more than in quarter 4 2019. Based on quarter 4 2022, average hourly earnings were highest in the education sector at €42.90 per hour and lowest in the accommodation & food sector at €15.40 per hour (Figure 1.5).

Figure 1.5 Average Hourly Earnings by Sector (€), Quarter 4 2022



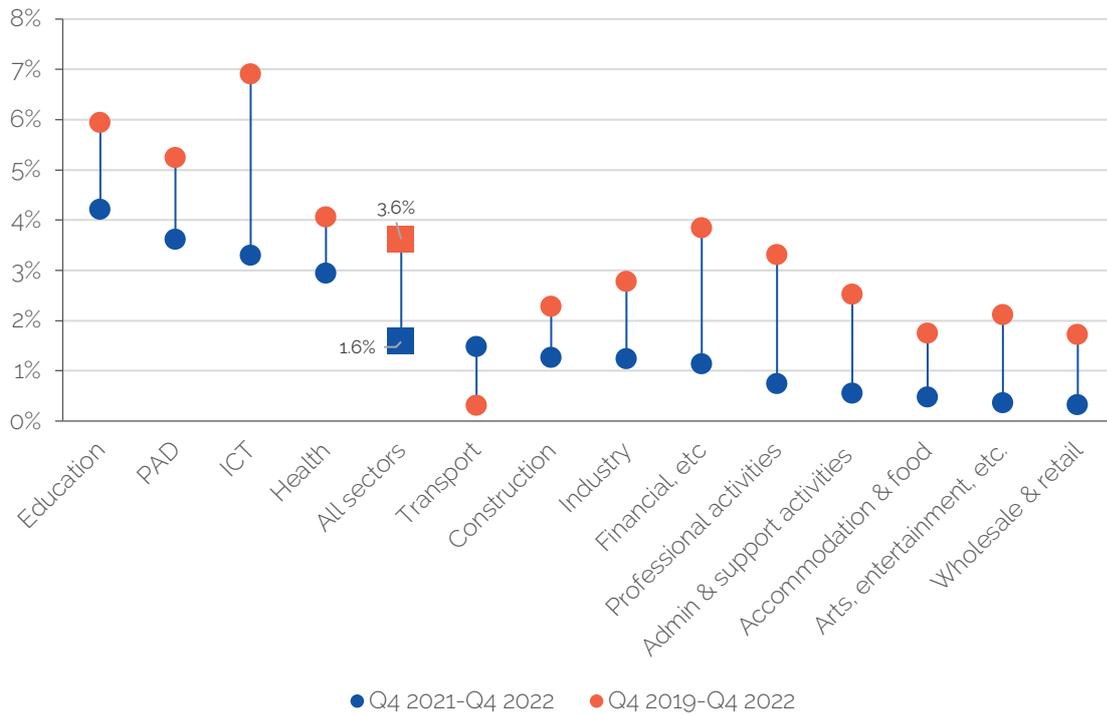
Source: CSO, Earnings, Hours and Employment Costs Survey

All sectors saw increases in average hourly earnings in both time periods examined in Figure 1.6 (quarter 4 2021-quarter 4 2022 and quarter 4 2019-quarter 4 2022); for all sectors excluding transport, the three-year growth exceeded the one-year growth. Between quarter 4 2021 and quarter 4 2022, growth in average hourly earnings exceeded that for all sectors in education, PAD, ICT and health. Increases in average hourly earnings in the public sector are most likely to be attributed to lump sum payments as a result of public sector pay agreements rather than increased wage pressures as a result of the tight labour market<sup>15</sup>. The lowest growth in average hourly earnings over this period was recorded for the wholesale and retail sector, increasing by just 0.3%.

In the three-year period between quarter 4 2019 and quarter 4 2022, the strongest growth in average hourly earnings was for the ICT sector, at 6.9%; this was followed by the education sector (at 5.9%) and PAD (at 5.2%). In contrast, the transport sector saw average hourly earnings increasing only marginally (0.3%) over this time period and was the only sector to see a smaller gain over the three-year period as opposed to the one-year period.

<sup>15</sup> Central Bank of Ireland, Quarterly Bulletin, QB1-March 2023

Figure 1.6 Change in Average Hourly Earnings by Sector, %



Source: CSO, Earnings, Hours and Employment Costs Survey

### Employment Wage Subsidy Scheme (EWSS)

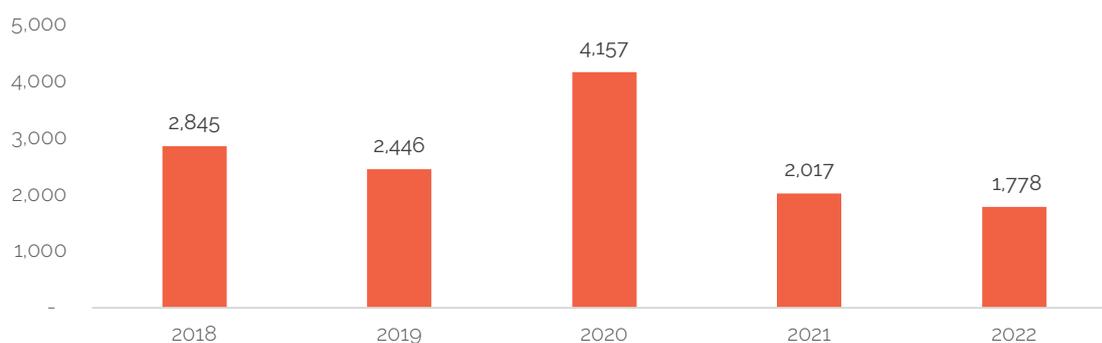
The Employment Wage Subsidy Scheme (EWSS) ended for most employers on April 30<sup>th</sup> 2022, and for the remainder on May 31<sup>st</sup> 2022. CSO analysis of Revenue data reveals that in quarter 2 2022, EWSS subsidy payments accounted for 0.5% of total earnings, compared to 4.7% in quarter 2 2021<sup>16</sup>. At 7.7%, the share of total earnings was highest in the accommodation and food sector, although this was a significant decline on the same period in 2021 when EWSS payments accounted for approximately half of total earnings.

<sup>16</sup> <https://www.cso.ie/en/releasesandpublications/br/b-lfs/labourmarketinsightbulletinseries12q22022/>

## 1.6 Redundancies

The number of applications for redundancies declined annually over the period from 2016 to 2019; in 2020, they rose to 4,157 as a result of COVID-19 restrictions in the Irish economy (Figure 1.7). However, the increase in the number of redundancy applications may have been significantly higher if not for the introduction of income support payments, such as EWSS, which were thought to have protected many businesses which were impacted by the restrictions imposed. Indeed, applications for redundancies saw declines over the subsequent years, falling to 1,778 in 2022.

Figure 1.7 Applications Received Under the Redundancy Payment Scheme, 2018-2022

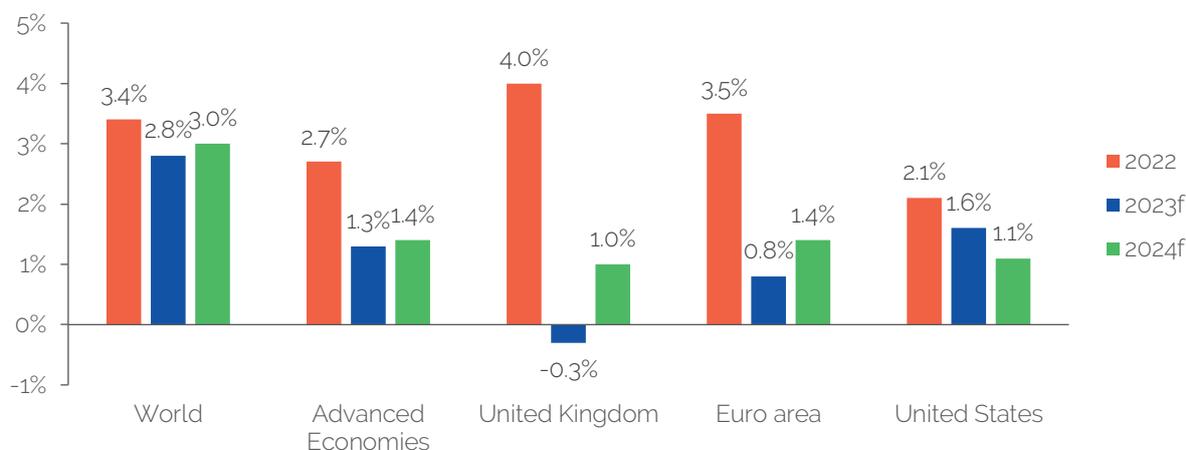


Source: DSP

## 1.7 Global and national outlook

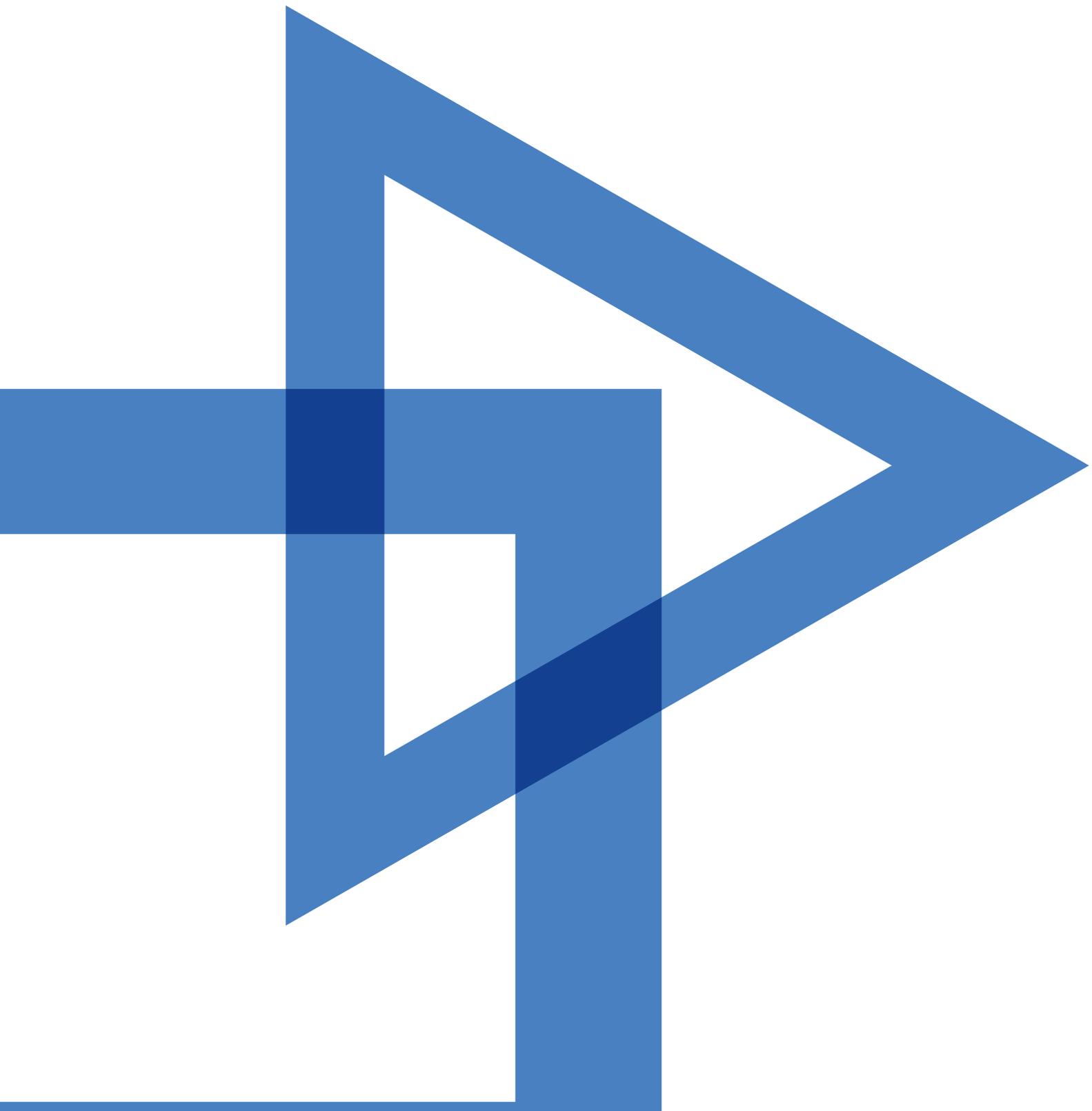
The relatively strong recovery from the COVID-19 pandemic is expected to dampen across the global economies over the forecast period to 2024, according to the International Monetary Fund (IMF) (Figure 1.8). Inflation, the war in Ukraine and uncertainty in the financial sector are some of the key factors influencing the downgrading of the forecast growth<sup>17</sup>. The world economic forecast is for GDP growth of 3% in 2024; the growth in GDP is expected to be much lower, at 1.4% for advanced economies, which is on a par with forecasted growth for the Euro area. GDP growth for both the UK and US are forecast to be lower than the Euro area at 1% and 1.1% respectively. At 4% in 2024, the forecast for Ireland (not illustrated in the graph) far exceeds the projected growth for the Euro area and indeed, the overall forecast for the world economy.

Figure 1.8 World Economic Outlook Projections (Real GDP, Annual Percentage Change), 2022-2024



Source: International Monetary Fund

<sup>17</sup> International Monetary Fund, World Economic Outlook, April 2023



# Section 2

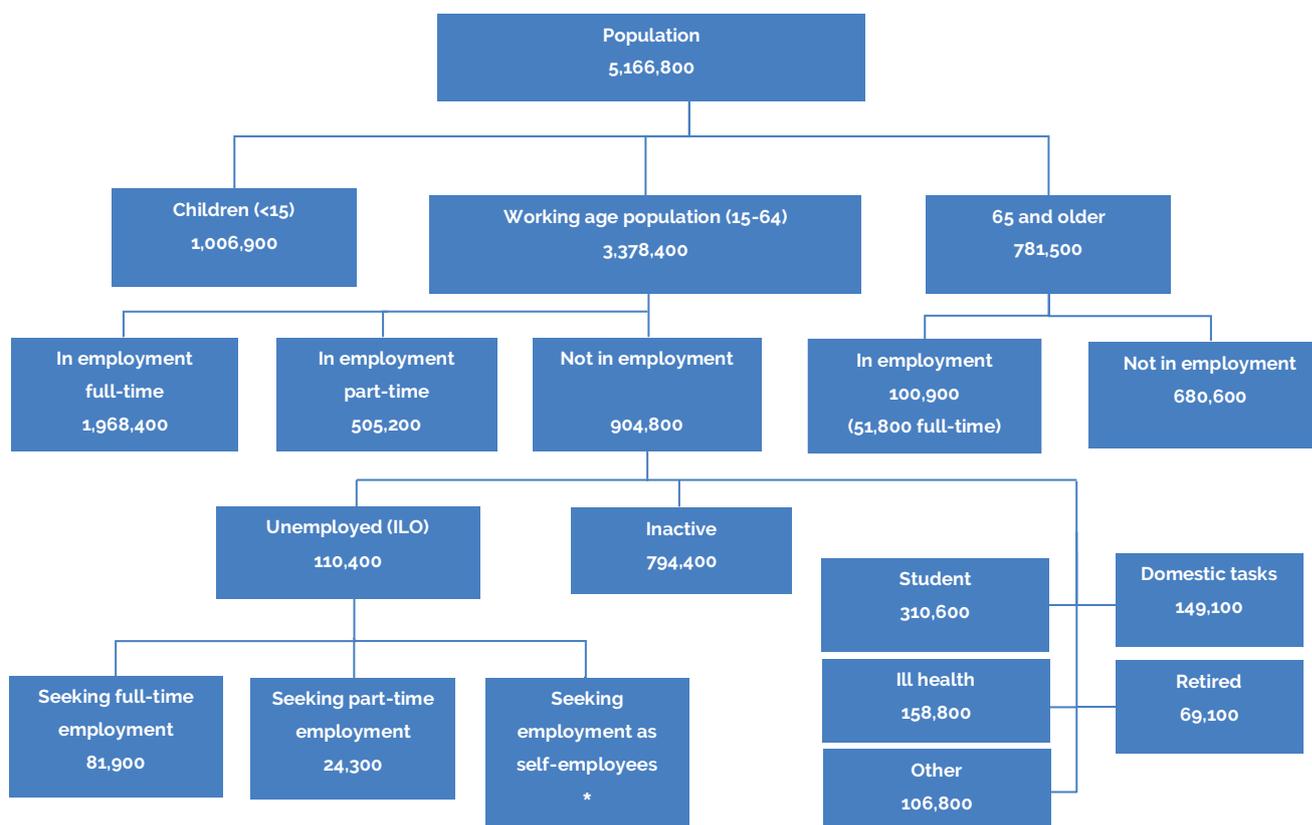
## Labour Market Overview

### 2.1 Population: Labour Market Status

In quarter 4 2022, Ireland's estimated population was nearly 5.17 million persons (Figure 2.1), representing 2.5% additional people (127,700 in absolute terms) compared to quarter 4 2021 and a 4.4% rise (216,700 extra people) compared to quarter 4 2019.

The working age population (persons aged 15–64) was 3.38 million, a 2.7% increase (or 89,000 additional people) year-on-year and a 4.5% (145,000 extra) rise compared to quarter 4 2019. The number of children exceeded 1 million in quarter 4 2022, having grown by 12,900 (1.3%) compared to the preceding year<sup>18</sup>. The older age population (aged 65 years and over), at 781,500 persons, grew by 25,800 (or 3.4%) compared to quarter 4 2021 and by 72,100 (10.2%) persons compared to quarter 4 2019.

Figure 2.1 Population by Labour Market Status (ILO defined), Quarter 4 2022



Source: SLMRU (SOLAS) analysis of CSO LFS data  
 Note: Discrepancies are due to rounding.

<sup>18</sup> As the number of births in Ireland declined annually since 2010, this is thought to be partly due to arrivals from Ukraine: as of December 2022, approximately 14,800 Ukrainian children aged 12 years or less had been issued with PPS numbers. (Source: CSO *Births Occurrence (Final)* and *PPSN allocations of arrivals from Ukraine*).

In quarter 4 2022, 2.47 million persons of working age (15-64 years) were in employment (73,400, or 3.1%, more than in quarter 4 2021). Almost 80% of persons of working age in employment (or 1.97 million persons) were in full-time employment in quarter 4 2022, while slightly more than 20% (505,200 persons) were in part-time employment. Compared to quarter 4 2021, there were 67,400 (3.5%) more persons of working age in full-time employment and 6,100 (1.2%) more persons in part-time employment.

In quarter 4 2022, 904,800 persons of working age were not in employment (15,600, or 1.8%, more than in quarter 4 2021). Of the working age population not in employment, 110,400 persons were unemployed, while 794,400 were economically inactive. When compared to quarter 4 2021, the number of unemployed persons decreased (by 15,000, or 12%), while the number of economically inactive 15-64-year-olds grew (by 30,600, or 4%).

Within the economically inactive group of the working age population in quarter 4 2022, there were:

- 310,600 students, 10,700 more than in quarter 4 2021
- 149,100 persons engaged in domestic tasks, similar to the 149,900 observed in quarter 4
- 69,100 retired persons, 9,600 more than in quarter 4 2021
- 158,800 persons were inactive due to ill health, 5,900 more than in quarter 4 2021
- 106,900 persons were inactive for other reasons, 5,200 more persons than in quarter 4 2021; of those inactive for other reasons, [7,700] were discouraged workers, a fall on the 12,600 on the previous year<sup>19</sup>; a further 13,600 persons were available but not seeking work, down from 18,900 in quarter 4 2021.

As shown in Table 2.1, in quarter 4 2022,

- the **total age dependency** rate<sup>20</sup> (youth and older age) was 52.9% a slight decline with the rate observed in quarter 4 2021
- the **youth age dependency** rate decreased slightly, to 29.8%
- the **older age dependency** rate remained almost unchanged at 23.1%.
- the **inactivity** rate of the working age population<sup>21</sup> was 23.5%, a slight increase on the 23.2% observed in quarter 4 2021
- the **economic dependency ratio**<sup>22</sup> was 1.08, similar to that observed in quarter 4 2021 (1.09).

Table 2.1 Dependency and Inactivity Rates, Quarter 4 2021 & Quarter 4 2022

	2021	2022
Total dependency rate (0-14 and 65+)	53.2%	52.9%
Youth dependency rate (0-14)	30.2%	29.8%
Old age dependency rate (65+)	23.0%	23.1%
Inactivity rate (15-64)	23.2%	23.5%
Economic dependency ratio	1.09	1.08

Source: SLMRU (SOLAS) analysis of CSO LFS data

<sup>19</sup> Numbers in square brackets are small and should be interpreted with caution.

<sup>20</sup> The age dependency rate compares the non-working age population to those of working age.

<sup>21</sup> The inactivity rate is the proportion of the population that is not in the labour force.

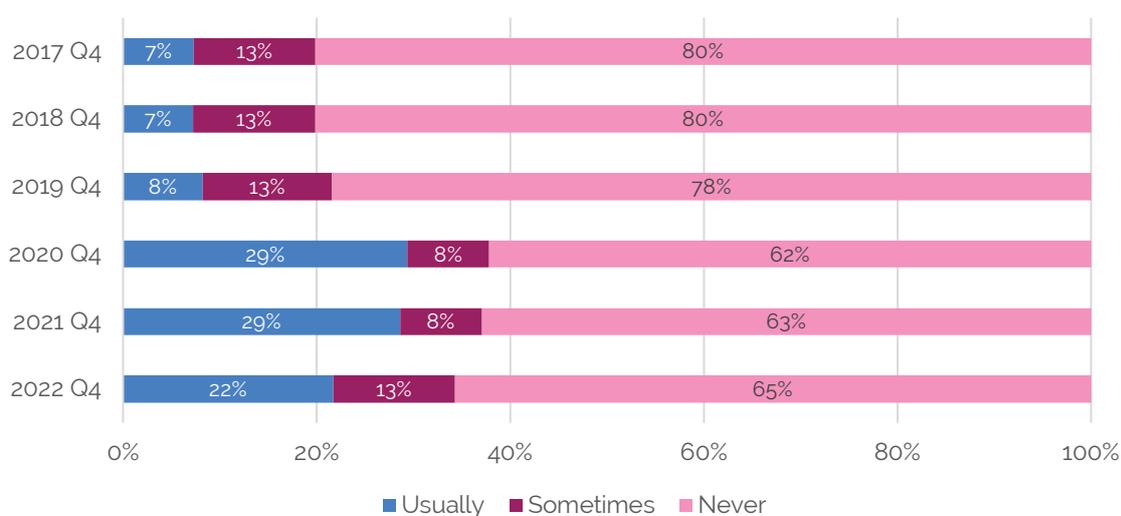
<sup>22</sup> The economic dependency ratio compares the total population not in the labour force to the number of those who are in the labour force.

## Persons working from home

Of the 2.57 million persons aged 15 years and over who were in employment in quarter 4 2022, over a third (879,100 persons) either usually worked from home (21.6%) or sometimes worked from home (12.5%) (Figure 2.2). While this is slightly lower than 36.9% and 37.7% observed during the 'pandemic' years (quarter 4 2021 and quarter 4 2020 respectively), it is higher than the pre-pandemic level of just 21.5% observed in quarter 4 2019.

Although the share of persons who *sometimes* worked from home returned to its pre-pandemic level of approximately 13%, the share of persons who *usually* worked from home, while slightly lower than in quarter 4 2021 and quarter 4 2020, remained nearly three times higher than the 8% observed in quarter 4 2019.

Figure 2.2 Persons Usually, Sometimes or Never Working from Home, Quarter 4 2017-Quarter 4 2022



Source: CSO LFS

## 2.2 Labour Market Trends

This section examines key labour market trends including the expected changes for the next few years based on projections from the Central Bank of Ireland.<sup>23</sup> The focus is on labour force, employment and unemployment levels and rates; an outline of population migration trends is also provided.

### Labour force, employment and unemployment levels

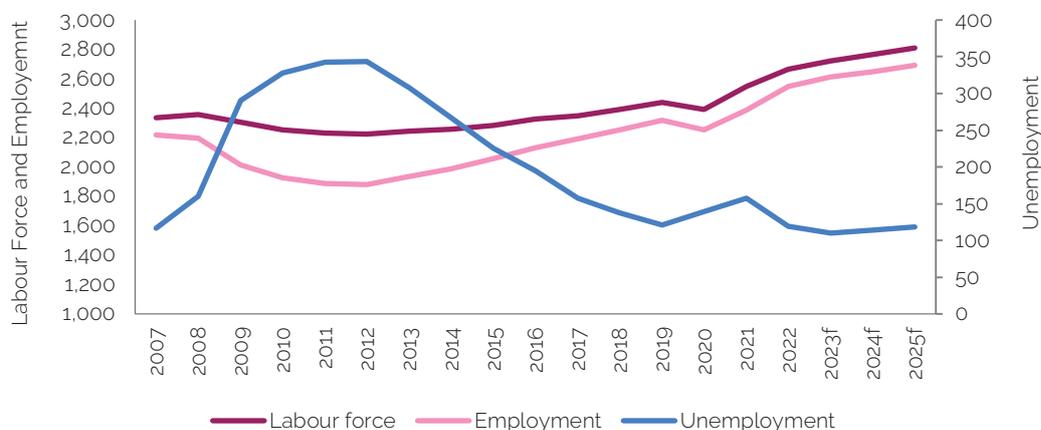
In 2022, there were 2.67 million persons (annual average) in the labour force (Figure 2.3). This represents an increase of nearly 120,000 persons (or nearly 5%) compared to the 2021 annual average and a rise of more than a quarter of a million (226,900 extra persons) compared to 2019. Following strong growth in 2021 and 2022, the Central Bank projects growth in the size of the labour force to slow, with a 2.1% increase forecast for 2023, falling to 1.6% and 1.7% annually in the two subsequent years.

In 2022, there were nearly 2.55 million persons in employment on average annually (Figure 2.3), representing an increase of 158,100 persons (or 6.6%) compared to 2021, and an increase of 228,500 (9.9%) compared to 2019. Employment growth, however, is projected to slow somewhat in the years to 2025, with employment in 2023 expected to be just 2.5% higher than in 2022 and slowing further for 2024 and 2025 with projected growth rates of 1.5% and 1.6% respectively.

<sup>23</sup> Central Bank of Ireland. Quarterly Bulletin July 2022.

In 2022, there were 119,400 persons unemployed (aged 15-74), a fall of 38,400 persons (or 24%) compared to 2021, and the lowest level observed since before the 2008 financial crisis. Based on Central Bank forecasts, unemployment levels are expected to fall further by 2023 to 110,000, before rising slightly in the two subsequent years to 2025.

Figure 2.3 Labour Force, Employment & Unemployment (000s), Annual Averages (2007-2025)



Source: SLMRU (SOLAS) analysis of CSO data; Central Bank of Ireland, Quarterly Bulletin (June 2023)

## Labour force, employment and unemployment rates

Table 2.2 shows that in quarter 4 2022,

- the labour force participation rate (persons aged 15+) was 64.6%, which was 0.5 percentage points (pp) below the 2021 rate of 65.1% but 2 pp higher than the pre-pandemic level in 2019
- the employment rate (persons aged 15-64) was 73.2%, the highest ever quarter 4 employment rate
- the unemployment rate for those aged 15-74 declined to 4.2% in quarter 4 2022, which is one of the lowest rates observed since before the financial crisis in 2008.

Table 2.2 Participation, Employment and Unemployment Rates, Quarter 4 2019 – Quarter 4 2022

	Participation rate (%) (15+)	Employment rate (%) (15-64)	Unemployment rate (%) (15-74)
<b>Q4 2019</b>	62.6	70.1	4.5
<b>Q4 2020</b>	60.6	67	5.9
<b>Q4 2021</b>	65.1	73	4.9
<b>Q4 2022</b>	64.6	73.2	4.2

Source: CSO LFS

## Migration Estimates

In 2023, net migration to Ireland was 77,700 persons (Table 2.3); while outward migration stood at 64,000 persons, inward migration was more than double that, at 141,600 persons, the highest observed since the Celtic Tiger peak of 151,000 in 2007.

Table 2.3 Migration Estimates (000s), 2014-2023

Year	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Inward	66.5	75.9	82.3	95.3	96.0	97.1	95.6	74.1	107.8	141.6
Outward	75.0	70.0	66.2	56.1	51.6	53.1	50.9	52.3	56.1	64.0
Net migration	-8.5	5.9	16.2	39.2	44.4	44.0	44.7	21.8	51.7	77.7

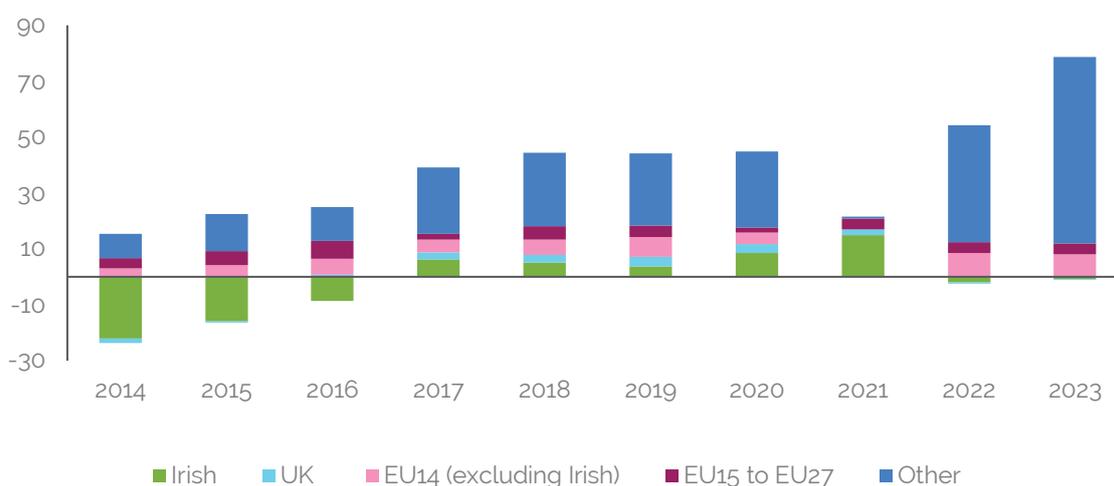
Source: CSO (based on persons in April)

Note: following publication of Census 2022 results, data for the period 2017-2022 was revised and as a result differs slightly to estimates published by the CSO in earlier years (and examined in the National Skills Bulletin 2022).

As shown in Figure 2.4, in 2023,

- with 66,700 persons, citizens of other countries (i.e. non-EU and non-UK citizens) accounted for more than four fifths (86%) of total net migration, up from a 58% share in 2019 and an 81% share in 2022, with much of the increase due to arrivals from Ukraine: of the 81,100 other-country immigrants to Ireland, 42,000 were Ukrainians (not shown in graph)
- net migration of Irish citizens was -900 persons, with the numbers emigrating (30,500 persons) all but off-setting the 29,000 immigrating Irish citizens
- net migration of citizens from the EU 14 countries reached its second highest level over the period examined, at 8,100 persons; net migration for this group had been slightly higher in 2022 (8,500 persons).

Figure 2.4 Net Migration Estimates 2014-2022 by Nationality (000s), 2014-2023

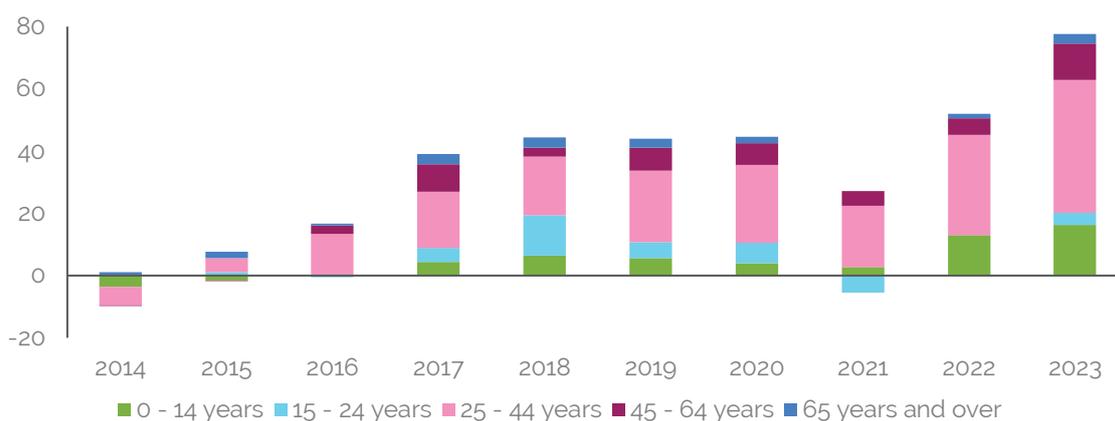


Source: CSO (based on persons in April)

Note: 2016 data is based on 2016 Census; figures for 2017 to 2022 inclusive are preliminary.

- In the year to April 2023, of the 77,700 net migrants to Ireland, more than one half (55% or 42,100 persons) were aged 25-44 years. Although the share in this age group declined from 60% in 2022, the absolute numbers rose (by 10,000 persons), reaching their highest point observed over the period 2014-2023 (Figure 2.5).
- With 16,000 persons in 2023, children aged up to 14 years comprised the second largest group in net migration, making up 21% of total net migration in 2023.
- Just under one half to total net migration was male: while males made up one half of children and nearly two thirds of those aged 15-24-year-olds, females outnumbered males in each of the remaining age groups.

Figure 2.5 Net Migration Estimates by Age Group, 2014-2023



Source: CSO (based on persons in April)

## Arrivals from the Ukraine

Of the 67,448 cumulative arrivals from Ukraine by December 2022,

- almost one half (47%) were aged 25-54 years and over a quarter were children aged less than 15 years
- 63% were female, although the gender distribution varied by age, with children less than 15 years being almost gender balanced and females making up larger than average shares in 25-54 and 55+ year-old cohorts (at 69% and 71%, respectively).

It is estimated that there were approximately 14,600 arrivals from Ukraine in employment as of December 12<sup>th</sup>, 2022 (Table 2.4). By May 15<sup>th</sup>, 2023, this number had risen to 21,700. The top three sectors of employment for this cohort were accommodation/food, wholesale/retail, and manufacturing, which combined accounted for nearly two thirds (64%) of employment for this cohort in both December 2022 and May 2023.

Table 2.4 Arrivals from Ukraine in Employment by Sector December 2022 & May 2023

	December 2022	May 2023	% December 2022	% May 2023
Accommodation/food	5,594	8,060	38%	37%
Wholesale/retail	2,258	3,535	15%	16%
Manufacturing	1,509	2,369	10%	11%
Admin & support services	1,210	1,787	8%	8%
Construction	673	1,088	5%	5%
All other sectors	3,383	4,881	23%	22%
<b>Total</b>	<b>14,627</b>	<b>21,720</b>	<b>100%</b>	<b>100%</b>

Source: CSO Ukrainian Hub Statistics, data is cumulative

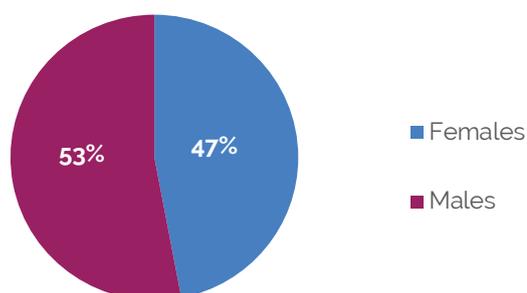
## 2.3 Employment Composition

This section profiles persons in employment (aged 15 years and over) by a range of variables, including gender, age, education level, work status, professional status and citizenship. Ireland's progress towards the 2025 National Skills Strategy targets is also provided. This year, we also provide a brief overview of the estimated number of arrivals from the Ukraine in the workforce.

### Gender

In quarter 4 2022, of the 2.57 million (aged 15 or older) in employment, 47% (1,206,000 persons) were females. This share was similar to in quarter 4 2021 but slightly higher than in quarter 4 2019 (46%).

Figure 2.6 Employment by Gender, Quarter 4 2022



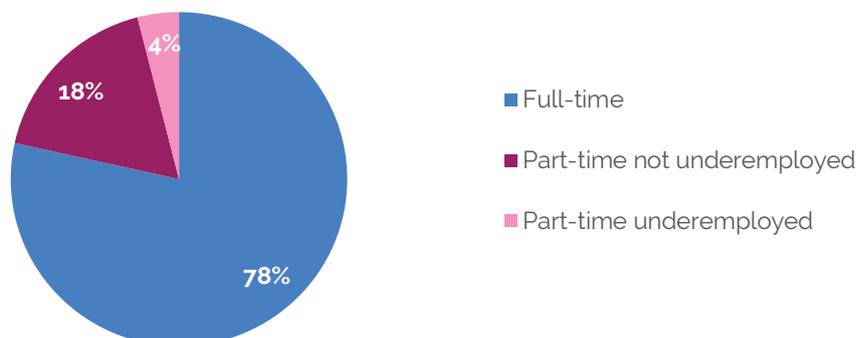
Source: SLMRU (SOLAS) analysis of CSO LFS data

### Full-time/Part-time status

In quarter 4 2022, full-time workers accounted for 78% of total employment, representing 2.02 million persons. A further 22% (554,300 persons) were in part-time employment (Figure 2.7). Of those in part-time employment, 102,400 persons were underemployed, accounting for nearly a fifth (18%) of all those working part-time.

The share of workers who were employed part-time remained almost the same when compared to quarter 4 2021, but it rose by nearly one percentage point (pp) compared quarter 4 2019. The growth in the share of the workforce in part-time employment was driven mainly by an increase in the share of persons who were working part-time but not underemployed, rising by 1 pp compared to quarter 4 2019.

Figure 2.7 Employment by Employment Type, Quarter 4 2022



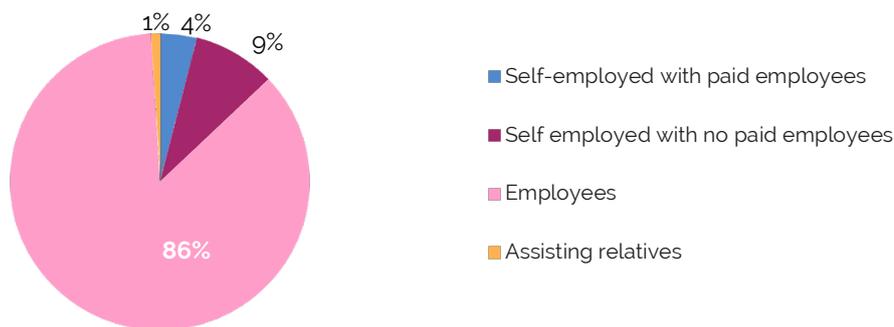
Source: SLMRU (SOLAS) analysis of CSO LFS data

## Professional status (employee vs self-employed)

As show in Figure 2.8, in quarter 4 2022, 86% of those in employment (2.22 million persons) were employees (of whom 0.8% were employees on Government supported employment schemes). Self-employment made up 13% (or 331,900 persons) of total employment, with self-employed persons with paid employees accounting for 4% and self-employed persons with no paid employees accounting for 9%. Those assisting relatives made up the remaining 1% and accounted for 23,000 persons.

Compared to quarter 4 2021, the distribution of persons by employment status was almost unchanged. However, the share of self-employed persons in quarter 4 2022 remained lower than the share observed in quarter 4 2019 (14%).

Figure 2.8 Employment by Professional Status, Quarter 4 2022



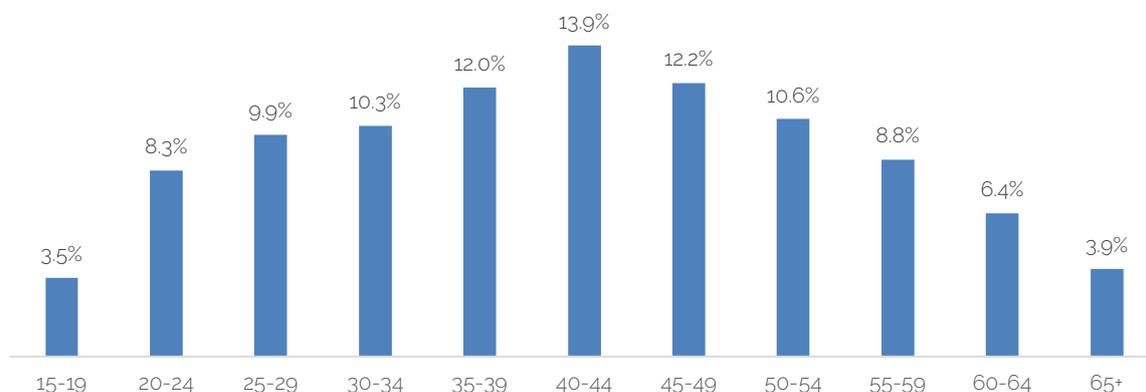
Source: SLMRU (SOLAS) analysis of CSO LFS data

## Age

Figure 2.9 presents the age profile of persons in employment. In quarter 4 2022, more than two thirds (69%) of employment was concentrated in the 25-54-year age group, accounting for 1.78 million persons. Those aged under 25 years accounted for just under 12% (305,000 persons), while those aged 55 years or older accounted for almost a fifth, at 19% (or 493,100 persons).

Between quarter 4 2021 and quarter 4 2022, the age distribution of employment shifted very gradually towards older age cohorts; the share of employed persons aged less than 25 years fell slightly by 0.4 pp, while the share aged 25-54 years (prime working age) grew by 0.4 pp and the share aged 55+ remained unchanged. Compared to quarter 4 2019, the share of persons in the prime working age cohort fell (by 1.3 pp), while the share of employment for those aged 55 years and over increased slightly (by 0.7 pp).

Figure 2.9 Employment by Age, Quarter 4 2022



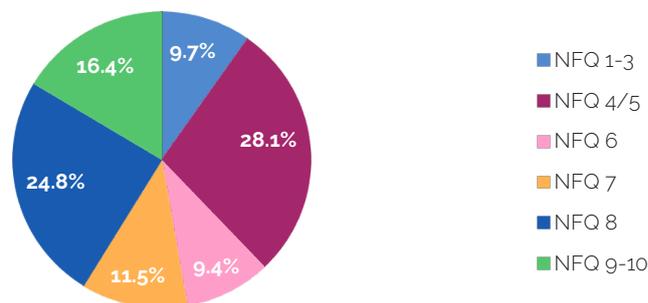
Source: SLMRU (SOLAS) analysis of CSO LFS data

## Education attainment level

Figure 2.10 presents the education profile of those in employment in Ireland by NFQ level. In quarter 4 2022, fewer than 10% of persons in employment had attained at most qualifications at NFQ levels 1-3 (e.g. Junior Certificate); over 28% had qualifications at NFQ levels 4-5; 9.4% had qualifications at NFQ level 6, while the remaining 52.7% had the equivalent of ordinary degree level or higher (NFQ 7-10).

Between quarter 4 2021 and quarter 4 2022, the education distribution of employment remained relatively unchanged. However, when compared to earlier years, the education profile of those in employment shifted further towards qualifications at higher levels of the NFQ: the share of those with at least a level 7 qualification grew from less than half (47.7% in quarter 4 2019) while the share with at most a Junior Cert fell from 12.4%. The increase in the share of those with degrees was driven mainly by growth in the share of postgraduate qualifications.

Figure 2.10 Employment by Education (NFQ), Quarter 4 2022



Source: SLMRU (SOLAS) analysis of CSO LFS data

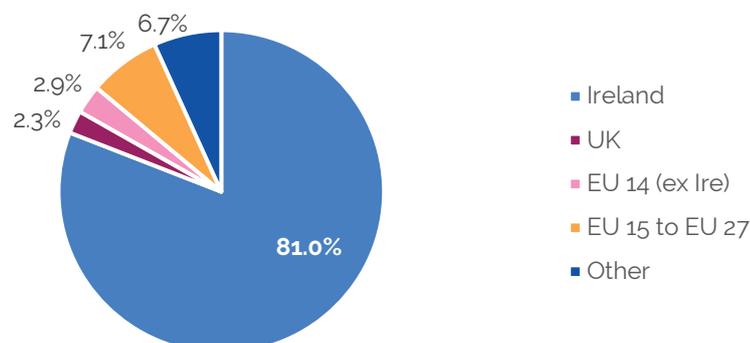
Note: excludes those who did not state their education level.

## Citizenship

Employment by citizenship is presented in Figure 2.11. In quarter 4 2022, non-Irish citizens accounted for 19% of total employment (or 490,200 persons). Of the non-Irish employment, EU citizens accounted for 52.6% (257,700 persons), UK citizens accounted for 12.1% (59,100 persons), while those classified as 'other' accounted for the remainder.

The share of non-Irish citizens grew by nearly 2 pp in the year to quarter 4 2022 (up from 17.1% one year earlier); the increase was driven largely by strong growth in the number of those classified in the 'other' category; their share in total employment grew from 4.9% in quarter 4 2021 to 6.7% of employment in quarter 4 2022. UK citizens were the only group of non-Irish citizens for which the share in employment fell between quarter 4 2021 and quarter 4 2022 (going from 2.6% to 2.3%).

Figure 2.11 Employment by Citizenship, Quarter 4 2022



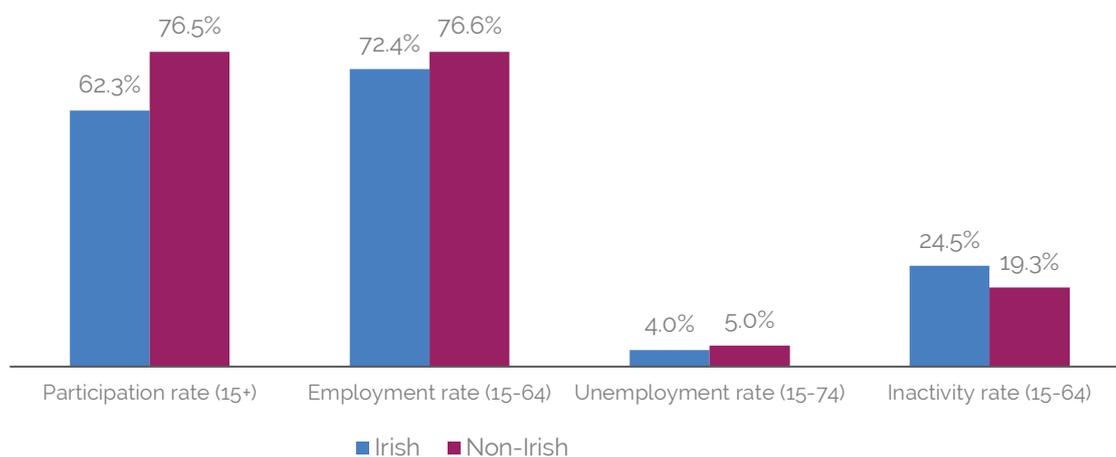
Source: SLMRU (SOLAS) analysis of CSO LFS data

In quarter 4 2022, non-Irish citizens had higher participation, employment rates and unemployment rates but lower inactivity rates compared to Irish citizens (Figure 2.12). The largest gap between Irish and non-Irish citizens was in the participation rate, with 76.5% of non-Irish citizens participating in the labour force compared to 62.3% for their Irish citizen counterparts (refers to persons aged 15 years and over).

When compared to quarter 4 2021

- the **labour force participation rate** declined marginally (by less than 1 pp each) for both Irish and non-Irish citizens in the year to quarter 4 2022
- the **employment rate** remained almost unchanged for Irish citizens (at 72.4%) and grew slightly, from 76.0% to 76.6% for non-Irish citizens
- the **unemployment rate** declined for both citizenship groups, down 0.5 pp for Irish citizens and by 1.4 pp for non-Irish citizens
- the **inactivity rate** rose marginally for both Irish citizens (by 0.4 pp) and non-Irish citizens (0.5 pp).

Figure 2.12 Participation, Employment, Unemployment and Inactivity Rates by Citizenship, Quarter 4 2022



Source: SLMRU (SOLAS) analysis of CSO LFS data

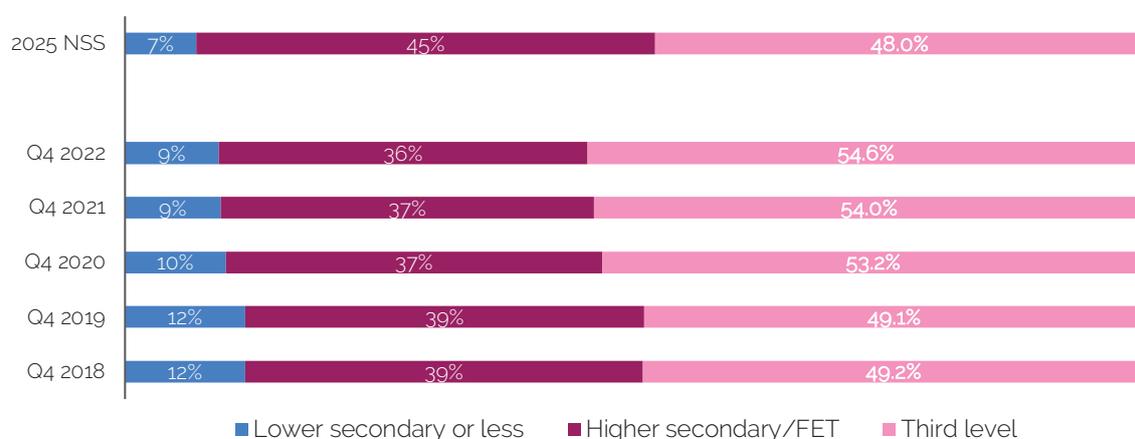
## National Skills Strategy: Progress to Date

Figure 2.13 presents the educational attainment of the labour force (15-64 years) and the targets set out in the 2007 National Skills Strategy (NSS) and carried over in the National Skills Strategy 2025<sup>24</sup>.

In quarter 4 2022, the share of working age third level graduates (those aged 15-64 years) in the labour force was nearly 55% (exceeding the 2025 NSS target of 48%). At other levels of education, the share who had attained lower secondary or less qualifications (as their highest level of education) was 9.2%, while the share was 36.2% for those who had attained higher secondary/FET qualifications.

The gap to the 2025 target was largest for higher secondary/FET qualification holders, where the share at this level remained nearly 10 percentage points below target. In contrast, the share with third level qualifications exceeded the National Skills Strategy target by nearly seven percentage points.

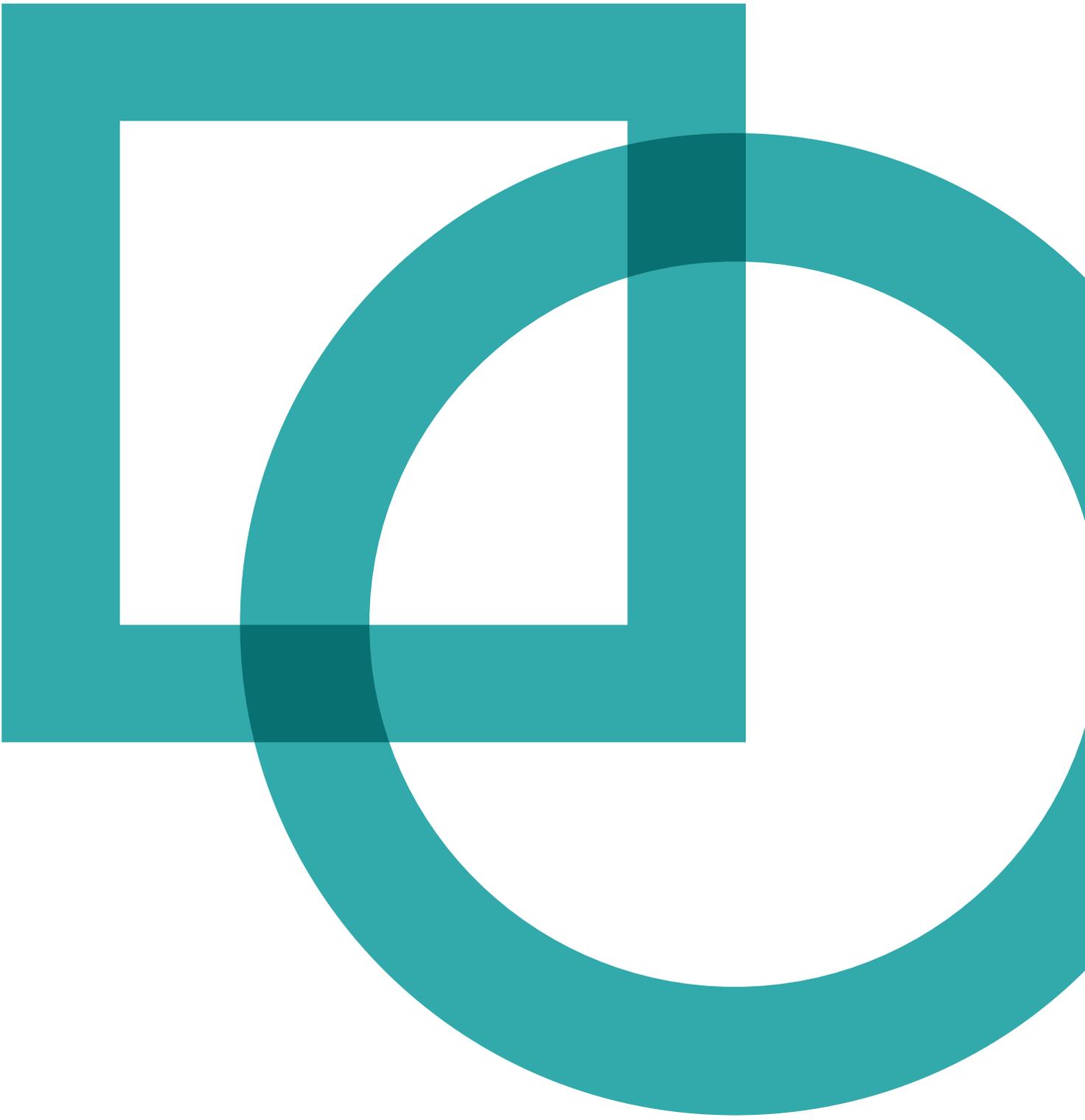
Figure 2.13 Labour Force (15-64 years) by Education (Quarter 4 2018-Quarter 4 2022) and the NSS Target



Source: SLMRU (SOLAS) analysis of CSO LFS data

Note: excludes those who did not state their education level

<sup>24</sup>Ireland's National Skills Strategy 2025, January 2016.  
<https://assets.gov.ie/24412/0f5f058feec641bbb92d34a0a8e3daff.pdf>



## Section 3

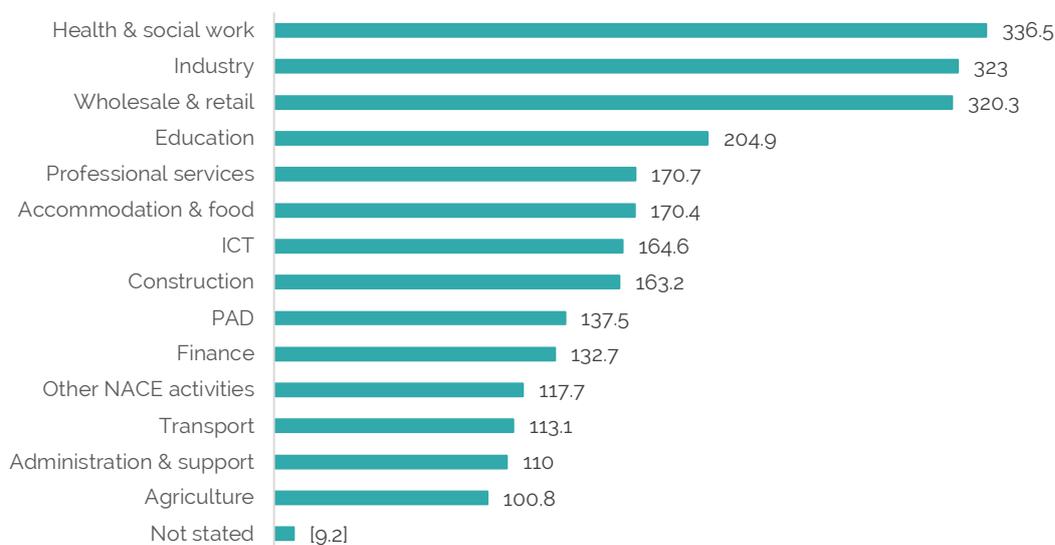
# Employment by Economic Sector

This section analyses Ireland's workforce at sectoral level, presenting the sectors in which Ireland's 2.55 million persons were employed in quarter 4 2022. Some of the sectors that were more severely impacted during Covid and the early years of Brexit such as construction, accommodation & food and wholesale & retail experienced relatively high rates of employment growth between quarter 4 2021 and quarter 4 2022. By contrast, those sectors that proved to be more resilient in terms of employment numbers during the time of the pandemic including ICT, professional services and finance experienced negative growth over the last year, with some growth returning by quarter 4 2022.

### 3.1 Employment by sector

Figure 3.1 presents national employment by broad economic sector (NACE Rev 2). In quarter 4 2022, the largest sectors in terms of numbers employed were health & social work (336,500 persons), industry (323,000 employed), and wholesale & retail (320,300 persons). Combined, these three sectors alone accounted for more than one third (38%) of total national employment.

Figure 3.1 Employment by Sector (000s), Quarter 4 2022



Source: SLMRU (SOLAS) analysis of CSO LFS data

Other NACE includes activities such as arts, entertainment & recreation, other service activities (e.g. repair of goods), etc.

[ ] Numbers in square brackets are small and should be interpreted with caution

### 3.2 Employment growth by sector

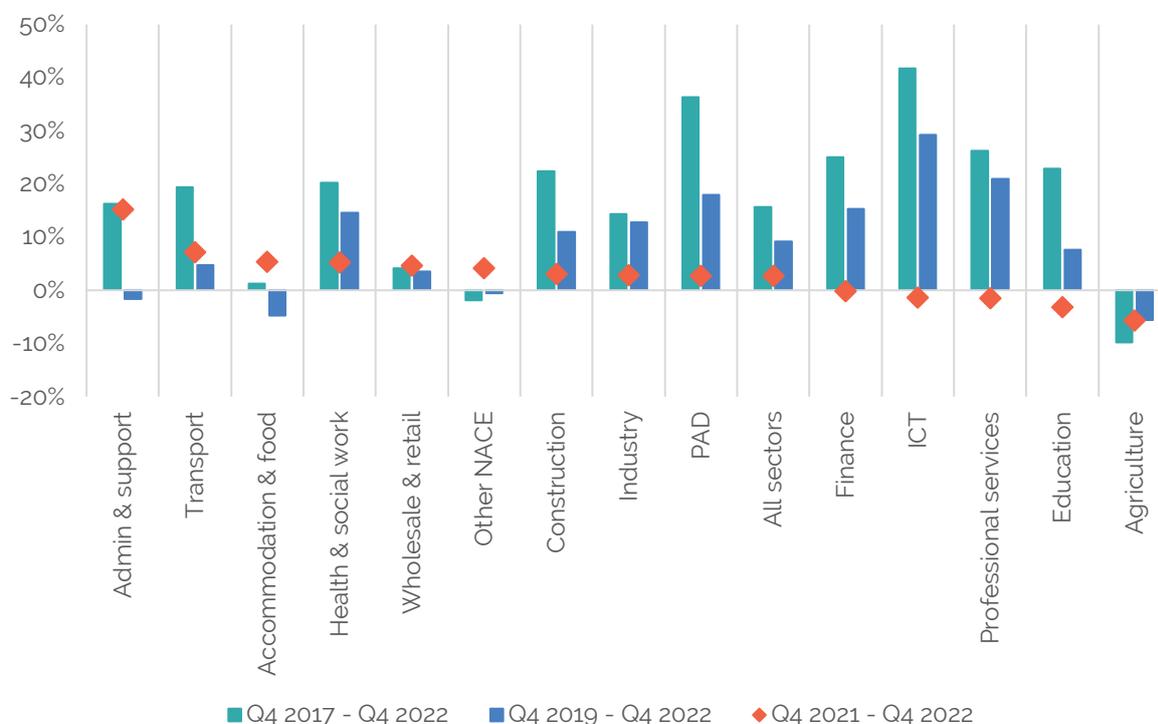
Employment growth by sector is presented in Figure 3.2. In addition to the one-year and five-year sectoral growth rates, data for the three-year growth is also presented, as this allows for a comparison of sectoral employment before and after the restrictions imposed on economic activity as a result of COVID-19.

Between quarter 4 2021 and quarter 4 2022, the highest growth rates were for administrative & support service activities (+15%), transport (+7%), accommodation & food (+5%), health & social work (+5%) and wholesale & retail (+5%), each of which had growth rates that were substantially higher than the national average (just under 3%) over the period. The numbers employed declined for five sectors, namely agriculture (-6%), education (-3%), professional services (-2%), ICT (-1%), and remained almost unchanged in finance.

Despite the year-on-year growth that occurred across many sectors between quarter 4 2021 and quarter 4 2022, the three-year growth shows that employment in four sectors was below pre-COVID levels; the most notable declines were for employment in the accommodation/food and agriculture sectors, which fell by 5% (8,600 fewer workers) and 6% (6,000 persons) respectively over this time. At the same time, there was strong growth in ICT (29%) and professional services (21%), with the result that employment in these sectors was 37,200 persons and 29,600 persons higher, respectively, than in quarter 4 2019. In terms of absolute numbers, the health and social work sector saw the biggest rise in employment of 42,800 persons (+15%) and industry experienced an increase of 36,700 persons employed (+13%).

Over the five-year period, quarter 4 2017-quarter 4 2022, the strongest relative growth was observed for ICT (42%), public administration and defence (PAD) (36%), and professional activities (26%). Combined, these three sectors accounted for nearly 121,000 additional persons in employment, or more than one third of the total growth in employment that occurred over this period.

Figure 3.2 Employment Growth by Sector, Q4 2017-Q4 2022, Q4 2019-Q4 2022 and Q4 2021-Q4 2022



Source: SLMRU (SOLAS) analysis of CSO LFS data  
Excludes not stated

### 3.3 Employment by economic sub-sector

In this section, we examine economic sectors within four broad categories:

- industry, comprising manufacturing, utilities and extraction/mining
- construction
- agriculture, forestry and fishing (abbreviated in this document to 'agriculture')
- services, which includes 11 NACE sectors; services are firstly analysed by knowledge intensive services and less knowledge intensive services, followed by a detailed breakdown by individual sector.

#### Industry

In quarter 4 2022, 323,000 persons were employed in industry, accounting for almost 13% of total national employment. Employment in this sector rose by 3% compared with quarter 4 2021, by 13% compared to pre-COVID (i.e. quarter 4 2019) levels, and by 14% compared to quarter 4 2017. In absolute terms, the year-on-year growth to quarter 4 2021 amounted to 8,900 additional persons in employment, while compared to quarter 4 2019 and quarter 4 2017, there were an additional 36,700 and 40,600 persons employed respectively.

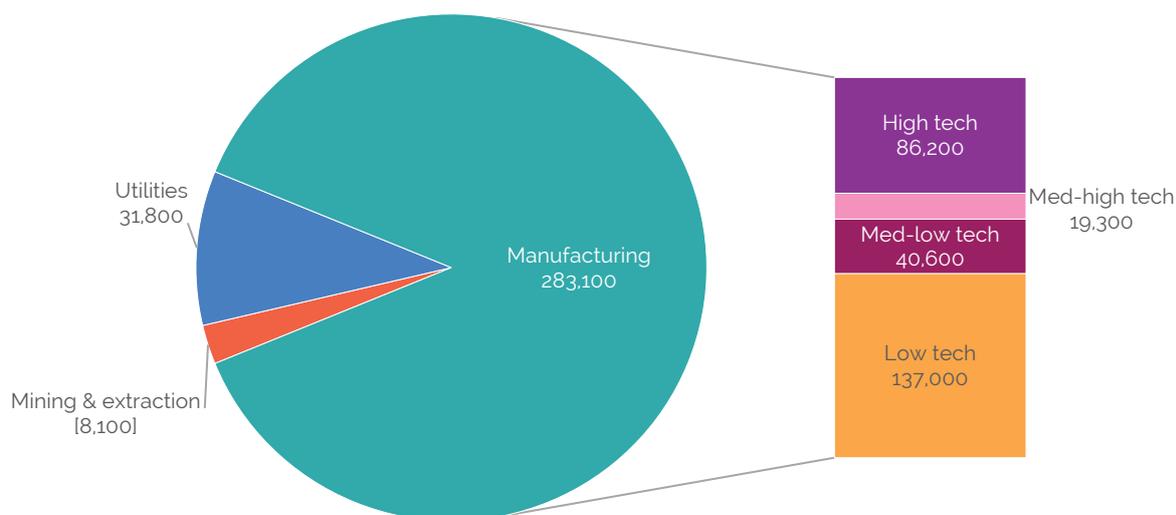
Figure 3.3 presents industrial employment by sub-sector and technological intensity. In quarter 4 2022, 88% of industrial employment was in manufacturing (283,100 persons), with utilities accounting for 10% (31,800 persons) and extraction/mining, the remaining 2% (8,100 persons). In terms of technological intensity, low-technology manufacturing accounted for nearly one half (48% or 137,000 persons) of total manufacturing employment. High technology manufacturing accounted for nearly another third at 30% (86,200 persons) of manufacturing employment, while medium-low technology employment and medium-high technology employment made up 14% and 7% respectively. Of the 86,200 persons employed in high-technology manufacturing in quarter 4 2022, nearly 72% were employed in pharmaceuticals.

Between quarter 4 2021 and quarter 4 2022, manufacturing employment levels remained almost unchanged. This, however, masks a decline in high technology manufacturing of 4,200 persons (-5%), and an increase of 9% in the number of persons employed in medium-low technology manufacturing. Employment levels remained almost unchanged in low technology (+400 persons) and medium-high technology (+100 persons). In contrast to manufacturing, the number of persons working in the utilities and mining/extraction sub-sectors grew by 28% (+6,900 persons) and 37% (2,200 persons) respectively.

When compared to quarter 4 2019 (i.e. pre-COVID), employment in quarter 4 2022 grew for each industrial sub-sector. The greatest relative change was in utilities where employment exceeded pre-COVID levels by 31% (or 7,600 persons), with much of the growth attributable to 3,000 extra persons employed in electricity and gas activities. The increases in mining/extraction and manufacturing were 16% (1,100 persons) and 11% (28,000 persons) respectively. The rise in manufacturing was due to growth in high-tech (+33%) and, albeit to a lesser extent, low-tech (+6%) manufacturing.

Over the five-year period, quarter 4 2017-quarter 4 2022, employment levels increased across each of the industrial sub-sectors. Overall, the manufacturing sub-sector grew by 13%, or 32,500 extra persons, which was largely driven by additional workers in high-tech manufacturing (+25,600 or 42%).

Figure 3.3 Industrial Employment by Sector and Technological Intensity, Quarter 4 2022



Source: SLMRU (SOLAS) analysis of CSO LFS data

[ ] Numbers in square brackets are small and should be interpreted with caution

## Construction

In quarter 4 2022, construction accounted for a 6% share of national employment with 163,200 persons employed in the sector. The specialised construction activities sub-sector employed 82,600 persons followed by the construction of buildings sub-sector at 63,300 persons, which combined made up 89% of total construction employment. The remaining 11% (or 17,300 persons) were engaged in the civil engineering sub-sector.

Between quarter 4 2021 and quarter 4 2022, construction sector employment grew by 3%, representing an additional 4,900 persons. The largest sub-sector, specialised construction activities, grew by 20% (14,000 extra persons employed). However, this growth was partially offset by declines in the construction of buildings and civil engineering sub-sectors, which fell by 8% (-5,300 persons) and 18% (-3,800 persons) respectively.

Although construction sector employment in quarter 4 2022 was 11% higher when compared to pre-COVID levels (i.e. quarter 4 2019), employment growth was strongest for the construction of buildings sub-sector at 20% (or 10,700 persons); while employment grew at approximately half the overall level for both the civil engineering and specialised construction activities sub-sectors at 6% for each (900 and 4,500 more persons respectively).

Over the five-year-period, quarter 4 2017-quarter 4 2022, employment grew by nearly a quarter (22%, or 29,900 additional persons employed). The strongest relative growth occurred in the civil engineering sub-sector, where the number almost doubled; however, as civil engineering accounted for a relatively small number of persons, this translated into just 8,500 additional persons employed. Over the five years, the construction of buildings sub-sector also saw increased employment of 68% (+25,700 more persons). By contrast, the number employed in the specialised construction activities sub-sector declined by 5% (-4,300 persons).

## Agriculture, forestry and fishing

In quarter 4 2022, 100,800 persons were employed in the agriculture sector representing 4% of national employment. Of the total employment in the sector, the vast majority (94%) was in crop and animal production, with the remainder in forestry and fishing. Between quarter 4 2017 to quarter 4 2022, the numbers employed fell by 10% (or -10,900 persons), one of only two sectors (along with other NACE activities) where employment declined over the five-year period.

While this sector was identified (ESRI 2020<sup>25</sup>) as among those most exposed to shocks in trade with the UK as a result of Brexit, employment levels remained relatively unchanged between quarter 4 2018 and quarter 4 2021; however, the 6% decline that occurred between quarter 4 2021 and quarter 4 2022 means that employment in the agriculture sector was also lower than that observed in quarter 4 2017 and quarter 4 2019.

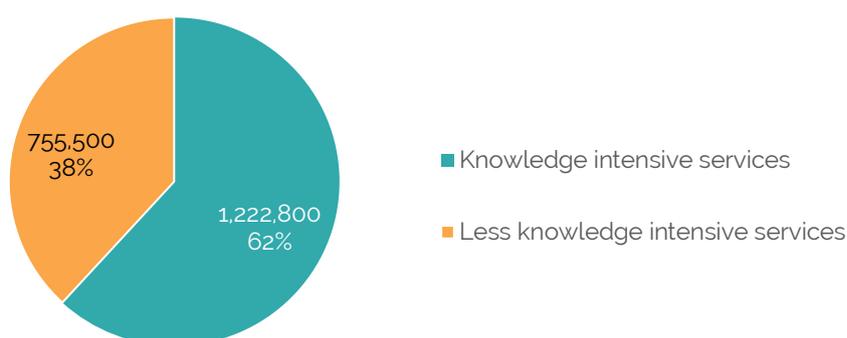
## Services

In quarter 4 2022, there were almost 1.98 million persons employed in services-related activities, accounting for more than three quarters of national employment. The composition of the services sector in terms of knowledge intensity is presented in Figure 3.4. Of the total services employment, 62% (1,222,800 persons) was in knowledge intensive services - KIS (e.g. ICT, finance, legal, accounting, engineering, R&D, education, health and arts etc.). The remainder was in less knowledge intensive services - LKIS (e.g. wholesale & retail, transport, accommodation & food, office administration, real estate, travel, etc.).

Between quarter 4 2021 and quarter 4 2022, employment levels in the services sector rose by nearly 59,000 persons (or 3%). Employment numbers in both the KIS and LKIS segments grew between quarter 4 2021 and quarter 4 2022, with the strongest growth in KIS of 15% (+155,200 persons) while LKIS rose by 2% (+12,300 persons). Overall, between quarter 4 2019 and quarter 4 2021, employment levels in the services sector increased by 9% (or 167,500 persons), with employment in KIS accounting for most of this growth (155,100 additional workers).

When compared to quarter 4 2017, employment in services increased by 17%, resulting in 288,200 additional persons employed, with growth being driven primarily by an increase of 25% (or 245,200 additional persons) in the KIS segment.

Figure 3.4. Services Sector Employment, Quarter 4 2022



Source: SLMRU (SOLAS) analysis of CSO LFS data

<sup>25</sup> Daly, L., and M. Lawless. Examination of the sectoral overlap of Covid-19 and Brexit Shocks. ESRI Working Paper No. 77. September 2020.

## Wholesale and retail

Employment Q4 2022	% share of total employment Q4 2022	Sub-sectors	% Growth	
			3-year Q4 '19-'22	5-year Q4 '17-'22
320,300	12%	<ul style="list-style-type: none"> <li>▪ 71% - retail trade</li> <li>▪ 19% - wholesale trade</li> <li>▪ 10% - motor trade</li> </ul>	+4%	+4%

Of the 320,300 employed in this sector in quarter 4 2022, it is estimated that approximately 2,300 were Ukrainian nationals (based on data from the week ending December 12<sup>th</sup> 2022). By May 2023, this number had risen to more than 3,500 (Source: CSO Ukrainian Hub Statistics).

In quarter 4 2022, almost three quarters of employment in this sector was in the retail trade. This segment had particularly strong growth in the year to quarter 4 2022, (7% or 15,000 extra workers) and, with the exception of quarter 4 2020, was higher than in any other quarter since quarter 4 2017.

Between quarter 4 2021 and quarter 4 2022, the wholesale trade was the only sub-sector to experience a decline (of 4% or 2,500 less persons), although employment levels were higher than in either quarter 4 2019 (6%) or quarter 4 2017 (+3%).

The effect of the pandemic on employment in the motor trade segment was especially strong and levels have yet to recover, remaining 13% (4,700 fewer persons) lower in quarter 4 2022 than in quarter 4 2019-quarter 4 2022.

While the number of persons employed increased in the overall wholesale and retail sector over the five-year period quarter 4 2017-quarter 4 2022, the growth, at just 5%, was well below the five-year national average of 16%. In absolute terms, this growth was largely driven by the retail trade (an additional 6,200 people employed).

## Accommodation and food services

Employment Q4 2022	% share of total employment Q4 2022	Sub-sectors	% Growth	
			3-year Q4 '19-'22	5-year Q4 '17-'22
170,400	7%	<ul style="list-style-type: none"> <li>▪ 72% - food &amp; beverage services</li> <li>▪ 28% - accommodation</li> </ul>	-5%	+1%

Of the 170,400 employed in this sector in quarter 4 2022, it is estimated that approximately 5,600 were Ukrainian nationals (based on data from the week ending December 12<sup>th</sup> 2022). By May 2023, this number had risen to nearly 8,100 (Source: CSO Ukrainian Hub Statistics).

Employment in quarter 4 2022 remained 5% below pre-pandemic levels (quarter 4 2019). Most of the decline related to a fall in the accommodation sub-sector (10% or 5,200 fewer employed), with a smaller decline in food & beverage services, at 3%, translating into 3,400 fewer persons employed. However, between quarter 4 2021 and quarter 4 2022, the sector began to recover somewhat with employment increasing by 5% (+8,800 persons) year-on-year, largely driven by the accommodation sub-sector recording an increase of 21% (+8,200 persons).

Over the five-year period quarter 4 2017-quarter 4 2022, employment in the sector grew by 1% (or 2,000 additional persons), although this masks a 7% decline in the accommodation sub-sector (-3,800 persons) while the food & beverages sub-sector experienced a 5% increase (5,800 additional persons).

## Professional, scientific and technical activities

Employment Q4 2022	% share of total employment Q4 2022	Sub-Sectors	% Growth	
			3-year Q4 '19-'22	5-year Q4 '17-'22
170,700	7%	<ul style="list-style-type: none"> <li>▪ 33% - legal and accounting</li> <li>▪ 25% - architectural &amp; engineering activities; technical testing/analysis</li> <li>▪ 7% - Activities of head offices; management consultancy activities</li> <li>▪ Remainder includes scientific R&amp;D (5%) advertising/market research (9%), other professional services and veterinary activities</li> </ul>	+21%	+26%

Between quarter 4 2021 and quarter 4 2022, employment in the professional services sector declined by 2% (2,600 fewer persons); while the numbers working in legal & accounting remained almost unchanged and those in advertising/market research (+18%) and other professional services (+52%) rose, they were not enough to offset the falls in architectural/engineering/testing (7,300 or 14% fewer persons), activities of head offices etc (-4,200, or -26%), and scientific R&D (-5,300 ), or -38%.

In quarter 4 2022, employment in the professional services sector was 21% higher than in the same period in 2019 (i.e. pre-COVID), translating into 29,600 additional persons employed. Growth occurred in all segments of the sector. In terms of absolute numbers, the strongest increases were in other professional services (e.g. design, photographic and translation activities) and architectural/engineering activities, which grew by 10,900 persons and 9,500 persons respectively.

When compared to quarter 4 2017, employment also grew strongly: the strongest performing sub-sectors in relative terms were other professional services (+100%), scientific R&D (+44%) and legal and accounting (+23%), which employed an additional 14,200 persons, 2,700 persons and 10,700 persons respectively.

## Financial, insurance and real estate services

Employment Q4 2022	% share of total employment Q4 2022	Sub-Sectors	% Growth	
			3-year Q4 '19-'22	5-year Q4 '17-'22
132,700	5%	<ul style="list-style-type: none"> <li>▪ 58% - financial services (e.g., banking)</li> <li>▪ 18% - insurance</li> <li>▪ 14% - auxiliary financial services</li> <li>▪ 10% - real estate activities</li> </ul>	+15%	+25%

In contrast to the growth in the sector over both the three-year and five-year periods, employment levels remained almost unchanged between quarter 4 2021 and quarter 4 2022, with slight increases in the real estate (+5%, or 600 extra workers) and financial service segments (+2%, or 1,700 extra) cancelled out by declines in the insurance (-6%) and auxiliary activities (-4%) segments.

Between quarter 4 2019 and quarter 4 2022, employment grew in each of the four segments of the financial, insurance and real estate activities sector, although it was particularly strong, in absolute terms, in the financial services segment (+8,400 workers) and the auxiliary financial services segment (+6,300 persons). Employment levels also grew in each of the segments over the five-year period quarter 4 2017-quarter 4 2022, with the financial services and auxiliary financial services again accounting for the strongest growth of 14,500 persons and 7,800 persons respectively.

## Transportation and storage

Employment Q4 2022	% share of total employment Q4 2022	Sub-Sectors	% Growth	
			3-year Q4 '19-'22	5-year Q4 '17-'22
113,100	4%	<ul style="list-style-type: none"> <li>▪ 46% - land transport</li> <li>▪ 28% - warehousing</li> <li>▪ 17% - postal &amp; courier activities</li> <li>▪ 8% - water &amp; air transport</li> </ul>	+5%	+19%

Employment in this sector increased by 7% (+7,600 persons) between quarter 4 2021 and quarter 4 2022. In absolute terms, this was largely driven by increases in warehousing (+5,200 persons), while employment levels in postal/courier activities also rose (+2,600 persons). An increase in the number employed in air transport (+1,700 persons) was mostly cancelled out by a decline in land transport (-1,600 persons).

The number of persons employed in this sector increased by 5% between quarter 4 2019 and quarter 2022, resulting in 5,100 more persons employed; increases in the postal/courier and warehousing activities amounted to 3,000 and 2,000 additional workers respectively and were sufficient to offset the decline in land transport (1,500 fewer workers). Nonetheless, the three-year growth did not match the strong growth of 19% observed over the five-year period, quarter 4 2017 and quarter 4 2022, which was driven mostly by a 56% increase in warehousing activities (+11,400 additional persons).

## Information and communications (ICT)

Employment Q4 2022	% share of total employment Q4 2022	Sub-Sectors	% Growth	
			3-year Q4 '19-'22	5-year Q4 '17-'22
164,600	6%	<ul style="list-style-type: none"> <li>▪ 71% - computer programming</li> <li>▪ 11% - telecommunications</li> <li>▪ 5% - motion picture, tv &amp; music production</li> <li>▪ Remainder includes broadcasting, publishing information services</li> </ul>	+29%	+42%

Despite strong growth in the ICT sector in recent years, recent layoffs, restructuring and recruitment freezes in some of the larger ICT firms in Ireland have resulted in a slowdown in growth. Between quarter 4 2021 and quarter 4 2022, employment in ICT fell by 1% (-2,200 persons); the relatively small increases in publishing activities (+6%) and computer programming (+1%) were offset by the decline in telecommunications (-21%, or 4,700 fewer persons). The number of persons working in motion picture, tv & music production also fell, although the number is small and should be interpreted with caution.

Nonetheless, when compared to quarter 4 2019, employment in this sector grew by 29%, amounting to 37,200 additional persons employed. Although growth occurred in almost all sub-sectors (except for motion picture, video and tv production, etc.), 91% of the total three-year growth in the sector was due to increases in the computer programming sub-sector (+41% or 33,800 extra persons).

Over the five-year period quarter 4 2017-quarter 4 2022, employment in the ICT sector grew even more strongly by 42%, well above the national average of 3%, again largely driven by an increase in computer programming of 52% (+39,800 persons).

## Administrative and support service activities

Employment Q4 2022	% share of total employment Q4 2022	Sub-Sectors	% Growth	
			3-year Q4 '19-'22	5-year Q4 '17-'22
110,000	4%	<ul style="list-style-type: none"> <li>▪ 44% - buildings &amp; landscape services</li> <li>▪ 20% - office administrative activities</li> <li>▪ 14% - security activities</li> <li>▪ Remainder includes employment activities, travel services and renting/leasing activities</li> </ul>	-2%	+16%

The 15% growth in employment in this sector between quarter 4 2021 and quarter 4 2022 was due mostly to a rise of 11,100 persons (+30%) in the numbers working in the buildings & landscape services sub-sector (e.g. cleaning services) and, to a lesser extent, a rise of 5,200 persons (+32%) in office administrative/support activities. Employment levels in the security activities sub-sector, however, declined (by 7%) year-on-year.

Although employment in the sector overall has yet to return to its pre-COVID level, the buildings & landscape services and office administrative/support activities exceeded their quarter 4 2019 levels (by 12% and 19% respectively) but security activities remained nearly 26% lower than before the pandemic. Over the five-year period, quarter 4 2017-quarter 4 2022, employment levels grew for most sub-sectors.

## Health and social work

Employment Q4 2022	% share of total employment Q4 2022	Sub-Sectors	% Growth	
			3-year Q4 '19-'22	5-year Q4 '17-'22
336,500	13%	<ul style="list-style-type: none"> <li>▪ 57% - human health activities</li> <li>▪ 31% - social work activities</li> <li>▪ 13% - residential care activities</li> </ul>	+15%	+20%

Employment grew by 20% (+56,600 persons) over the five-year period, quarter 4 2017-quarter 4 2022, by 15% (+42,800 persons) over the three-year period, quarter 4 2019-quarter 4 2022, and by 5% (+16,900 persons) in the year to quarter 4 2022. In absolute terms, in the last year the social work segment had the highest growth of 12,000 more persons employed, which was followed by the residential care segment with an extra 5,300 persons. Although human health activities employed the highest number of people overall, it remained almost unchanged in the last year while having the greatest growth over the three years (+29,900 persons).

Over the five-year period, social work had the greatest increase (+47% or 33,200 more persons), which was followed by human health (+15% or 24,800 extra persons). By comparison, employment in residential care fell by -3% (or 1,400 fewer persons).

## Education

Employment Q4 2022	% share of total employment Q4 2022	Sub-Sectors	% Growth	
			3-year Q4 '19-'22	5-year Q4 '17-'22
204,900	8%	-	+8%	+23%

In spite of a 3% decline in employment levels in the year to quarter 4 2022, the numbers working in this sector were (8%) higher (14,400 more people) than in quarter 4 2019 (pre-COVID). Employment also increased over the five-year period, quarter 4 2017-quarter 4 2022, by 23%, representing an additional 38,200 people in the sector.

## Public administration and defence (PAD)

Employment Q4 2022	% share of total employment Q4 2022	Sub-Sectors	% Growth	
			3-year Q4 '19-'22	5-year Q4 '17-'22
137,500	5%	-	+18%	+36%

Employment levels in PAD grew 3% (or 3,700 more people) in the year to quarter 4 2022; employment was 18% (or 20,900 additional persons) higher than in quarter 4 2019 and 36% (or 36,600 additional persons) higher than in quarter 4 2017.

## Other NACE activities

Employment Q4 2022	% share of total employment Q4 2022	Sub-Sectors	% Growth	
			3-year Q4 '19-'22	5-year Q4 '17-'22
117,700	5%	<ul style="list-style-type: none"> <li>▪ 35% - other personal services (e.g. hairdressing)</li> <li>▪ 23% - sports activities</li> <li>▪ 12% - creative arts and entertainment</li> <li>▪ 12% - activities of membership of organisations</li> <li>▪ 7% - gambling activities</li> <li>▪ Remainder in libraries, repair of computers/household equipment, and activities of households as employers of domestic personnel.</li> </ul>	-1%	-2%

Between quarter 4 2021 and quarter 4 2022, the number employed increased by 4% (4,700 persons), with the strongest growth in the other personal services segment (6,500 more people) and creative arts and entertainment (an additional 5,100 persons). While this increase was not enough to offset the declines that occurred during the pandemic, (employment in this sector was 2% lower than quarter 4 2017 and 1% lower than in quarter 4 2019), employment in the other personal services and creative arts/entertainment segments was higher (by 5,800 and 4,100 additional persons, respectively).



## Section 4

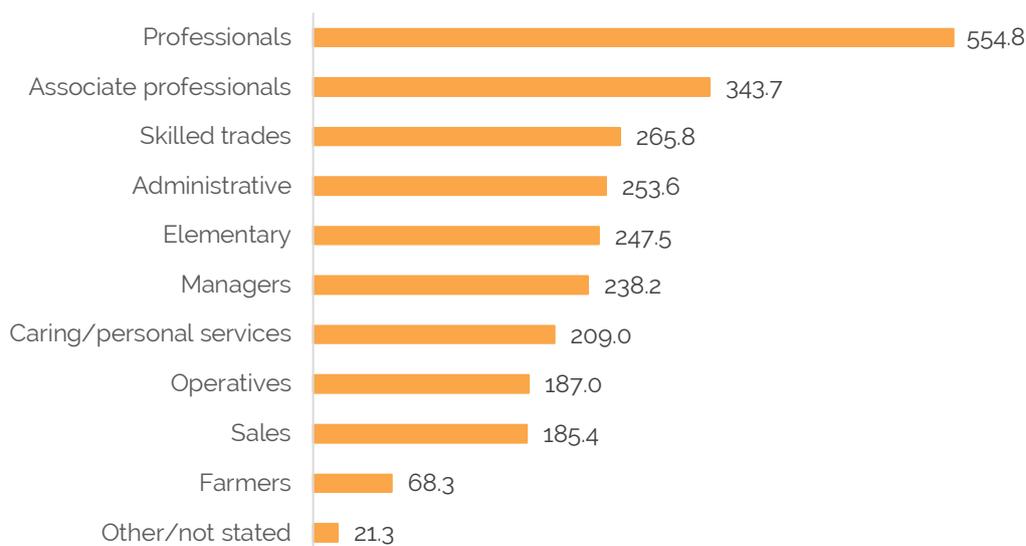
# Employment by Broad Occupation

This section examines employment by broad occupation across several variables. Throughout this section, farmers are presented as an occupation separately from other skilled trades.

### 4.1 Employment by occupation

Figure 4.1 presents employment in Ireland in quarter 4 2022 by broad occupation. In quarter 4 2022, professionals had the highest level of employment, at 554,800 persons followed by associate professionals (343,700 persons). Combined, the high skilled occupations (professionals, associate professionals, and managers) accounted for approximately 1.1 million persons or 44% of the total national workforce. Elementary workers, with 247,500 persons employed, accounted for 10% of total employment while farmers (68,300 persons) accounted for 3%.

Figure 4.1 Employment by Broad Occupational Group (000s), Quarter 4 2022



Source: SLMRU (SOLAS) analysis of CSO LFS data

## 4.2 Employment growth

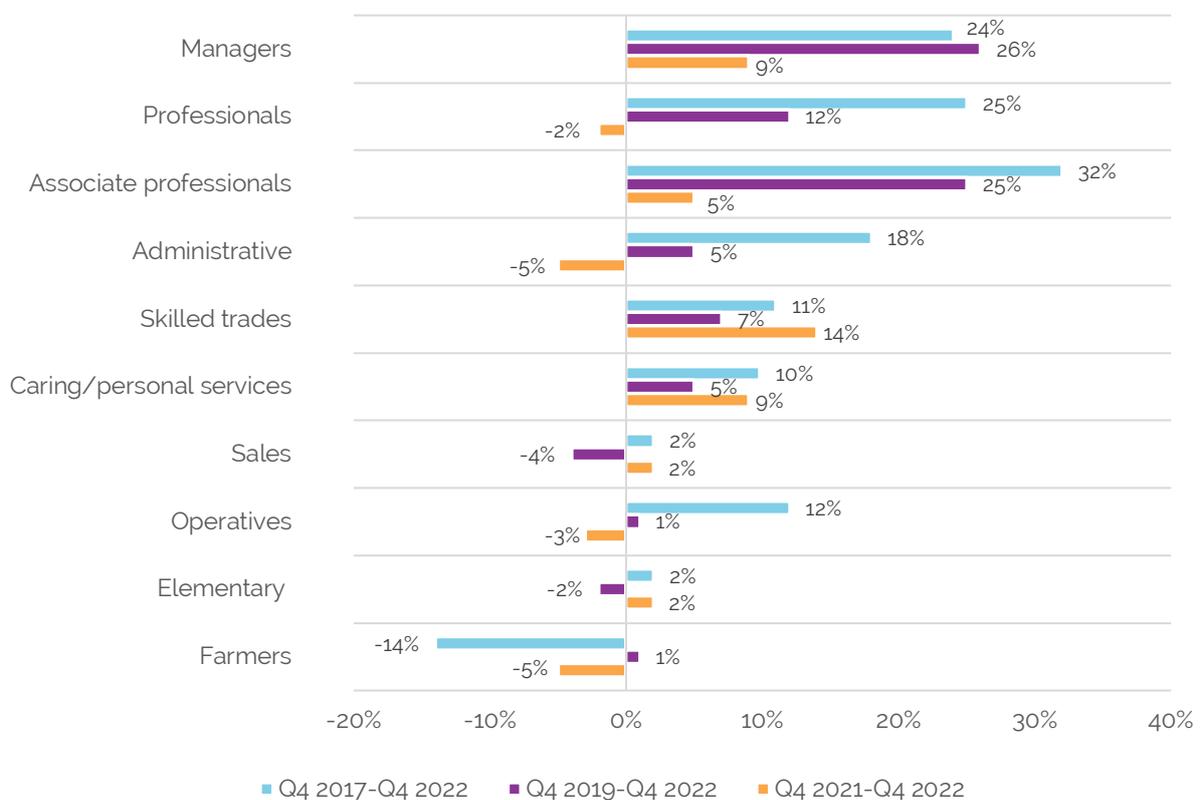
Figure 4.2 presents employment growth by broad occupational group. In addition to the one-year and five-year occupational growth rates, data for the three-year growth is also presented, as this allows for a comparison of occupational employment before and after the restrictions imposed on economic activity as a result of COVID-19.

The 3% increase in employment (68,600 persons) that occurred between quarter 4 2021 and quarter 4 2022 was not evenly spread across occupational groups, with above average growth for skilled trades (+14%), managers (+9%), caring services (+9%), and associate professional occupations (+5%). The increase in the number of persons in skilled trades (33,000) accounted for almost one half (48%) of all additional workers over the one-year period. By comparison, employment declined for farmers (-5%), administrative occupations (-5%), operatives (-3%) and professionals (-2%) over this time.

Compared to pre-COVID levels, employment increased by 9% (217,400 persons); the largest relative growth between quarter 4 2019 and quarter 4 2022 was for managers (+26%); however, the largest absolute growth was for associate professional occupations, where the 25% increase translated into 69,200 additional persons employed. Professional occupations also saw a relatively high growth of 12% (an additional 60,500 persons). In contrast, employment fell for sales and elementary workers by 7,200 and 6,200 fewer persons respectively, while it grew for all other occupations over the three years.

Over the five-year period, quarter 4 2017 and quarter 4 2022, employment increased by 16% (348,600 persons) nationally. The number of persons employed grew across almost all occupations, with the exception of farmers, which fell by 14% (11,300 fewer persons). The strongest relative employment growth was for associate professional occupations where the numbers employed rose by nearly a third (32%), resulting in an additional 82,300 persons employed, followed by professionals (+25%, or 110,300 more persons) and managers (+24%, or extra 46,300 workers).

Figure 4.2 Employment Growth by Broad Occupational Group, Q4 2017-Q4 2022, Q4 2019-Q4 2022 & Q4 2021-Q4 2022



Source: SLMRU (SOLAS) analysis of CSO LFS data

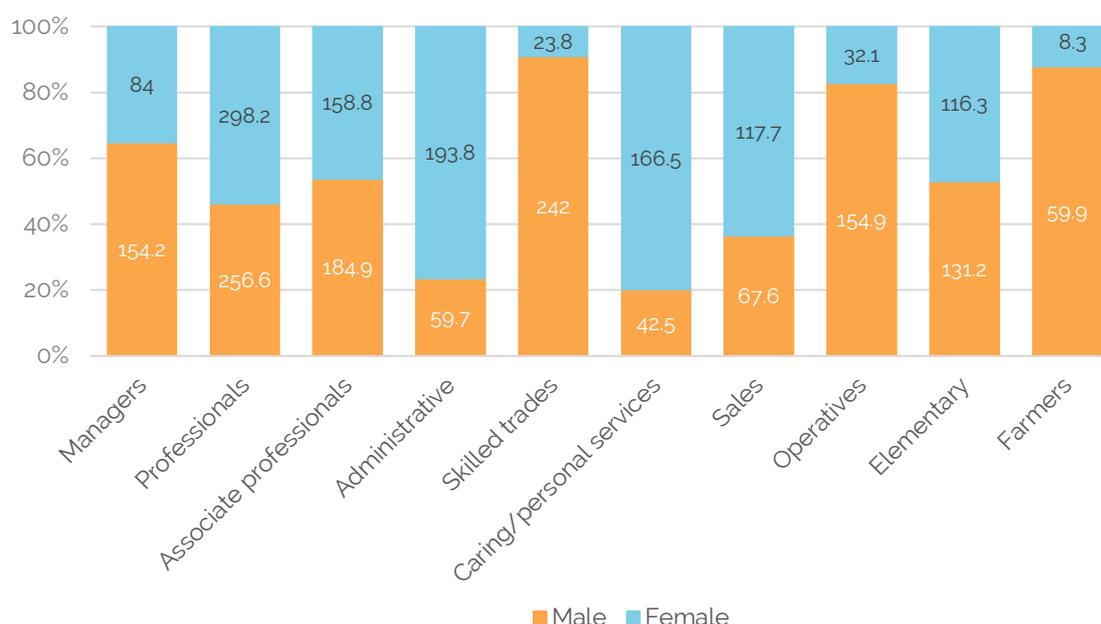
### 4.3 Employment by gender and age

#### Gender

Employment by gender for broad occupations in quarter 4 2022 is presented in Figure 4.3. Although females made up just under half (47%) of all employment, they accounted for at least three quarters of employment amongst administrative (76%) and caring/personal services (80%) occupations. Males in contrast accounted for at least four fifths of employment amongst farmers (88%), skilled trades (91%) and operatives (83%). Employment was closest to gender balanced for elementary, associate professional and professional occupations.

In absolute terms, the highest number of females were employed in professional (298,200 persons) and administrative (193,800) occupations, while the highest numbers of males were employed in professional (256,600) and skilled trades (242,000) occupations.

Figure 4.3 Employment by Gender and Broad Occupational Group (000s), Quarter 4 2022



Source: SLMRU (SOLAS) analysis of CSO LFS data  
Excludes not stated

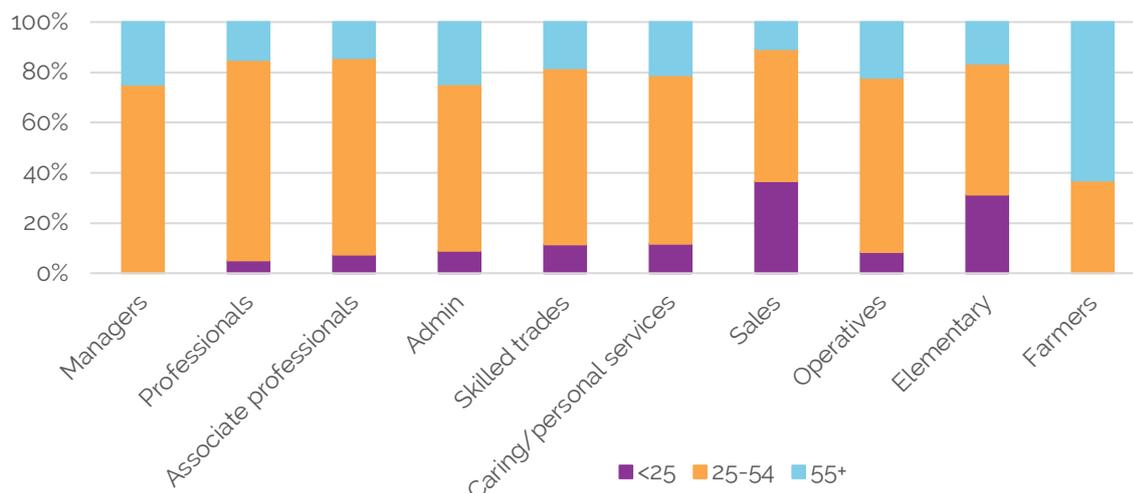
In the year to quarter 4 2022, the number of males and females in employment grew (by 40,500 and 28,100 respectively); nonetheless, the number of males increased in just four occupations: associate professionals (+1%), caring services (+3%, albeit from a low base), managers (+13%) and skilled trades (+17%); the number of females, in contrast, increased in most occupations, except operatives (-14%), administrative (-6%), sales (-3%) and skilled trades (-8%).

When compared to quarter 4 2019, of those who stated an occupation, there were 85,300 additional males and 121,400 additional females in employment, which represented relative increases of 7% and 11% respectively in quarter 4 2022. For males, the largest absolute increase was for professional occupations, resulting in 30,100 (+13%) extra employed males, while for females, the biggest rise was for associate professionals, which led to an additional 43,500 (+38%) females employed.

## Age

Figure 4.4 presents the age distribution of employment by broad occupational group. In quarter 4 2022, with the exception of farmers, employment in all occupational groups was highest in the 25-54 age cohort. Elementary and sales occupations had the youngest age profile, with approximately one third of employment aged 15-24 years (31% and 37% respectively), and lower than average shares aged 55 years or older. Farmers had by far the oldest age profile, with 61% aged 55 years or over.

Figure 4.4 Employment by Age and Broad Occupational Group, Quarter 4 2022



Source: SLMRU (SOLAS) analysis of CSO LFS data

Excludes not stated

\*The numbers of managers and farmers aged under 25 were too low to report

The number of **15-24-year olds** declined slightly (0.7%) in the year to quarter 4 2022, driven in particular by a 13% fall in employment in elementary occupations and a 4% fall for sales occupations, resulting in 11,300 and 2,800 fewer young workers respectively. In contrast, skilled trades experienced the biggest absolute increase (7,400 extra persons, or +33%). When compared to quarter 4 2019, the number of employed young people went up across almost all occupations (except for caring/personal services), but in particular for sales, skilled trades and elementary occupations, which saw increases of 8,800 persons, 6,800 persons and 6,600 respectively; when combined these three occupations accounted for 57% of the total rise in youth employment over the three-year period.

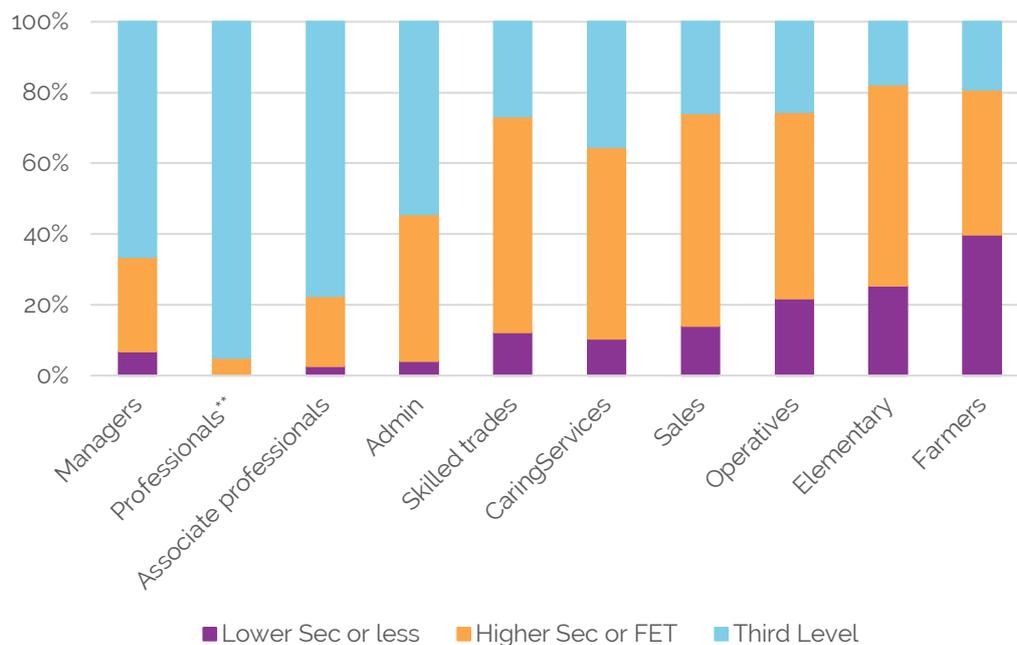
When compared to quarter 4 2021, employment growth for those **aged 25-54 years** was stronger than the average for this age group (+3.4%) in skilled trades (+24,900, 15%), elementary (+15,100, 13%), caring services (+15,600, 12%), and managers (+15,600, 10%). Over the three-year period quarter 4 2019-quarter 4 2022, employment levels for those **aged 25-54 years** grew by 7% (118,400 extra people); nonetheless, the number of persons working in some of the individual occupation groups actually fell, with the strongest relative declines for sales (-13%, or 14,800 fewer workers), farmers (-11%, or 3,000 fewer workers) and elementary occupations (-9%, or 13,100 fewer persons). Conversely, the number of 25-54-year-olds in managerial, associate professional and professional occupations grew strongly, by 27% (37,100 persons), 24% (52,700 persons) and 11% (42,500 persons), respectively. There was little growth for administrative and skilled trades.

In the year to quarter 4 2022, the number of employed persons **aged 55 years and older** rose by 2.1%, with growth in most occupations except caring services (-5%), administrative (-1.6%) and farmers (almost unchanged). Over the three-year period, quarter 4 2019-quarter 4 2022, employment in this age group rose (13%, or 55,000 persons), with increases in all occupations except sales (-7%, or 1,400 fewer persons). In absolute terms, employment growth for this cohort was particularly strong for managers and professional occupations (+13,200 extra workers each), along with associate professionals (+11,200 workers). In addition, skilled trades saw the number of those aged 55+ years increase by 7,700 persons (+19%) over this time.

## 4.4 Employment by education

Figure 4.5 presents the educational distribution of employment for each occupational group. In quarter 4 2022, more than half (nearly 55%) of Ireland's workforce held third level qualifications, but the share was considerably higher for professionals (95%), associate professionals (77%) and managers (66%). Occupations with the highest shares of higher secondary/FET qualification holders were skilled trades (at 61%), sales (60%), elementary (57%) and caring/personal services (54%); these shares were far higher than the national average of 36%. Farmers had the lowest education attainment profile, with 40% holding lower secondary or less, followed by elementary (25%) and operatives (22%), considerably more than the national average (10%).

Figure 4.5 Employment by Education\* and Broad Occupational Group, Quarter 4 2022



Source: SLMRU (SOLAS) analysis of CSO LFS data

\*Excludes those who did not state their level of education.

\*\*Number of professionals with lower secondary or less level of education attainment was too low to report.

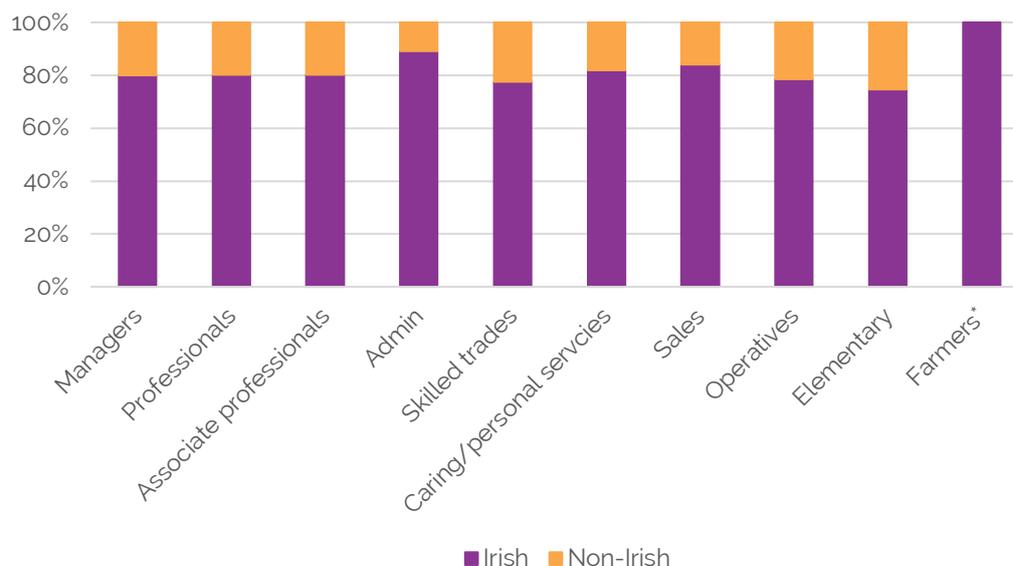
In the year to quarter 4 2022, the overall distribution of employment by education level remained broadly unchanged. Nonetheless, when examining individual occupational groups, there were strong increases, of nearly seven and four percentage points respectively, in the share of those working in managerial and caring services occupations holding third level qualifications with concomitant declines in the shares in these occupations holding upper secondary/FET qualifications.

Compared to quarter 4 2019, there was a shift towards higher levels of educational attainment in Ireland's workforce in quarter 4 2022, which saw those with a third level qualification increase by 22% (243,800 persons). For almost all occupations, except sales and elementary, the number of third level graduates in employment grew, with the largest absolute increases for associate professionals (69,500 workers) and professionals (60,100). At the same time, there were declines in most occupations except sales (+1,200) for persons with, at most, lower secondary education attainment; the largest falls in absolute terms were for skilled trades (11,000 fewer workers), farmers (8,400 fewer persons) and operatives (7,000 fewer workers). The number of persons holding higher secondary/FET qualifications fell for elementary, administrative, sales, managers and operatives, but increased for all others.

## 4.5 Employment by citizenship

In quarter 4 2022, the share of employment by citizenship across all occupations was 81% Irish (2,084,000 persons) and 19% non-Irish (482,900 persons). The distribution of employment in broad occupational groups by citizenship is presented in Figure 4.6. In quarter 4 2022, at 25%, elementary workers had the highest share of non-Irish citizens; this was followed by skilled trades (23%) and operatives (22%). In contrast, apart from farmers (where the number of non-Irish citizens is too small to report), administrative workers had the lowest share of non-Irish citizens, at 11%.

Figure 4.6 Employment by Citizenship and Broad Occupational Group, Quarter 4 2022



Source: SLMRU (SOLAS) analysis of CSO LFS data  
 \*Number of non-Irish farmers was too low to report.

In the year to quarter 4 2022, the number of non-Irish workers grew for most occupations, except operatives (-10%, or 4,300 fewer persons) and sales (-11%, or 3,500 fewer workers). The largest absolute growth in the number of non-Irish workers was for managers (+16,600 persons, or 54%) and professionals (+12,800 persons, or 13%). For Irish citizens, the numbers employed declined by 6% each for administrative, farmer, and professional occupations and by 1% for operatives. Growth in the number of Irish citizens in employment was strongest for skilled trades (with 22,600 additional workers, or 12%).

Over the three-year period, quarter 4 2019-quarter 4 2022, the number of Irish citizens in employment grew by 6% (117,600 additional persons) and the number of non-Irish by 25% (or 95,000). For both Irish citizens and non-Irish citizens, the largest absolute growth in numbers employed was concentrated in associate professional, professional and managerial occupations; these three occupations combined accounted for 102,700 additional Irish citizens and 76,200 additional non-Irish citizens in the workforce. For skilled trades and caring/personal services, the increases in employment for non-Irish citizens were larger than the increases for Irish citizens: there were 10,400 and 8,200 additional non-Irish citizens employed in skilled trades and caring services respectively, compared to 5,700 and 1,200 for their Irish counterparts.

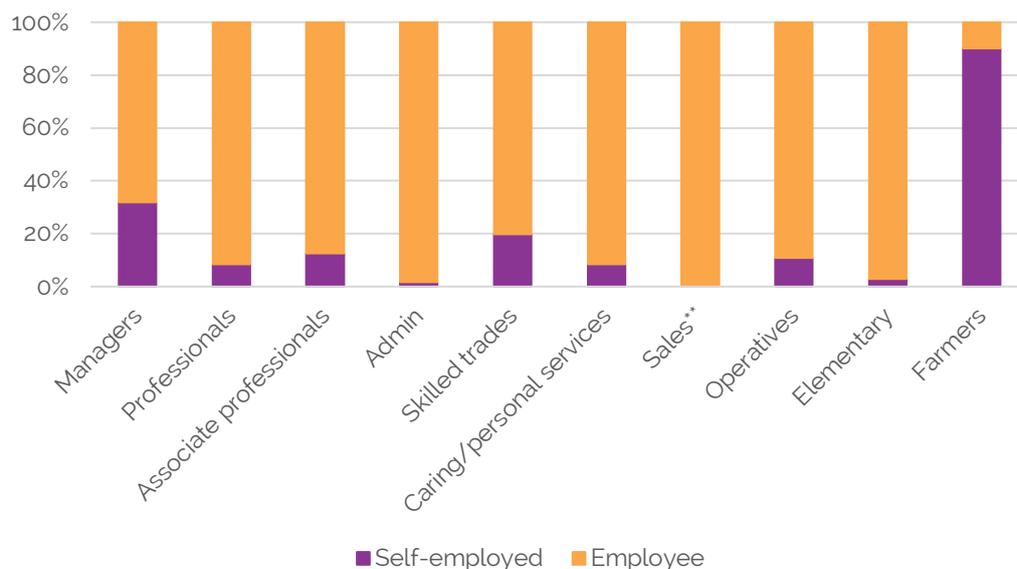
At the same time, the largest declines in employment for both Irish and non-Irish citizens were in elementary (4,900 fewer Irish and 1,400 fewer non-Irish) and sales (2,000 fewer Irish and 5,200 fewer non-Irish) occupations. For Irish citizens, there was a fall in those working as operatives (1,200 fewer persons, or -1%), while the number in this occupation increased for their non-Irish counterparts (2,900 extra workers, or +8%).

## 4.6 Employment status

### Self-employed/employee

In quarter 4 2022, the share of self-employed and employed workers across all occupational groups was 13% and 87% respectively. Figure 4.7 presents employment in broad occupational groups by employment status. In quarter 4 2022, the majority of workers across all occupations were employees, with the exception of farmers. After farmers (where 90% (or 56,800) were self-employed<sup>26</sup>), managers and skilled trades workers had the highest share of workers who were self-employed (at 32% and 20% respectively).

Figure 4.7 Employment by Employment Status\* and Broad Occupational Group (%), Quarter 4 2022



Source: SLMRU (SOLAS) analysis of CSO LFS data

\*Excludes those assisting relatives and on employment schemes.

\*\*Number of self-employed sales workers was too low to report.

In the year to quarter 4 2022, the distribution of self-employed and employees in the workforce remained broadly unchanged. The strongest increase, in both relative and absolute terms, for **self-employed persons** was for associate professionals, where numbers grew by nearly 29% (9,700 additional persons). The largest increase in the number of **employees** was for skilled trades (excludes farmers), for which there were 33,200 additional workers, followed by managers (+17,500 persons, or 12%).

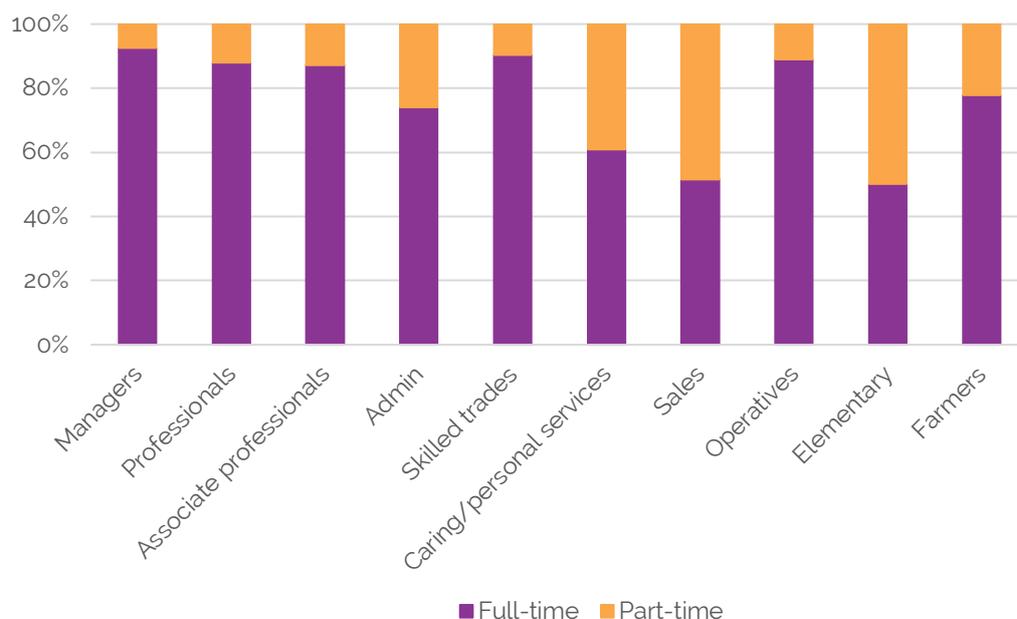
Over the three-year period quarter 4 2019-quarter 4 2022, the number of self-employed persons fell by 2%, with the largest absolute decreases in self-employed operatives (5,500 fewer workers, or -21%), farmers (4,400 less persons, or -7%) and professionals (3,200 fewer workers, or -6%) respectively. In terms of employee numbers, levels increased by 10% over the three-year period quarter 4 2019-quarter 4 2022, with the largest growth in absolute numbers for professionals (61,200 persons, or +14%), associate professionals (60,100 workers, or +25%) and managers (+43,600 persons or +37%). There were declines in the number of employees in sales (7,900 fewer workers, or -4%) and elementary occupations (7,700 fewer persons, or -3%).

<sup>26</sup> The share of farmers who were employees is based on small numbers and should be interpreted with caution.

## Full-time/part-time

Figure 4.8 presents the breakdown of employment in broad occupational groups by full-time and part-time work status. In quarter 4 2022, most workers across all occupational groups were in full-time employment. Occupations where the shares of full-time workers were highest were managers (93%), skilled trades (90%), operatives (89%) and professionals (88%); occupations with the lowest share of full-time workers were elementary occupations, where just one half (50%) were working full-time, followed by sales (52%) and caring/personal services (61%) occupations.

Figure 4.8 Full-time and Part-time Employment by Occupational Group, Quarter 4 2022

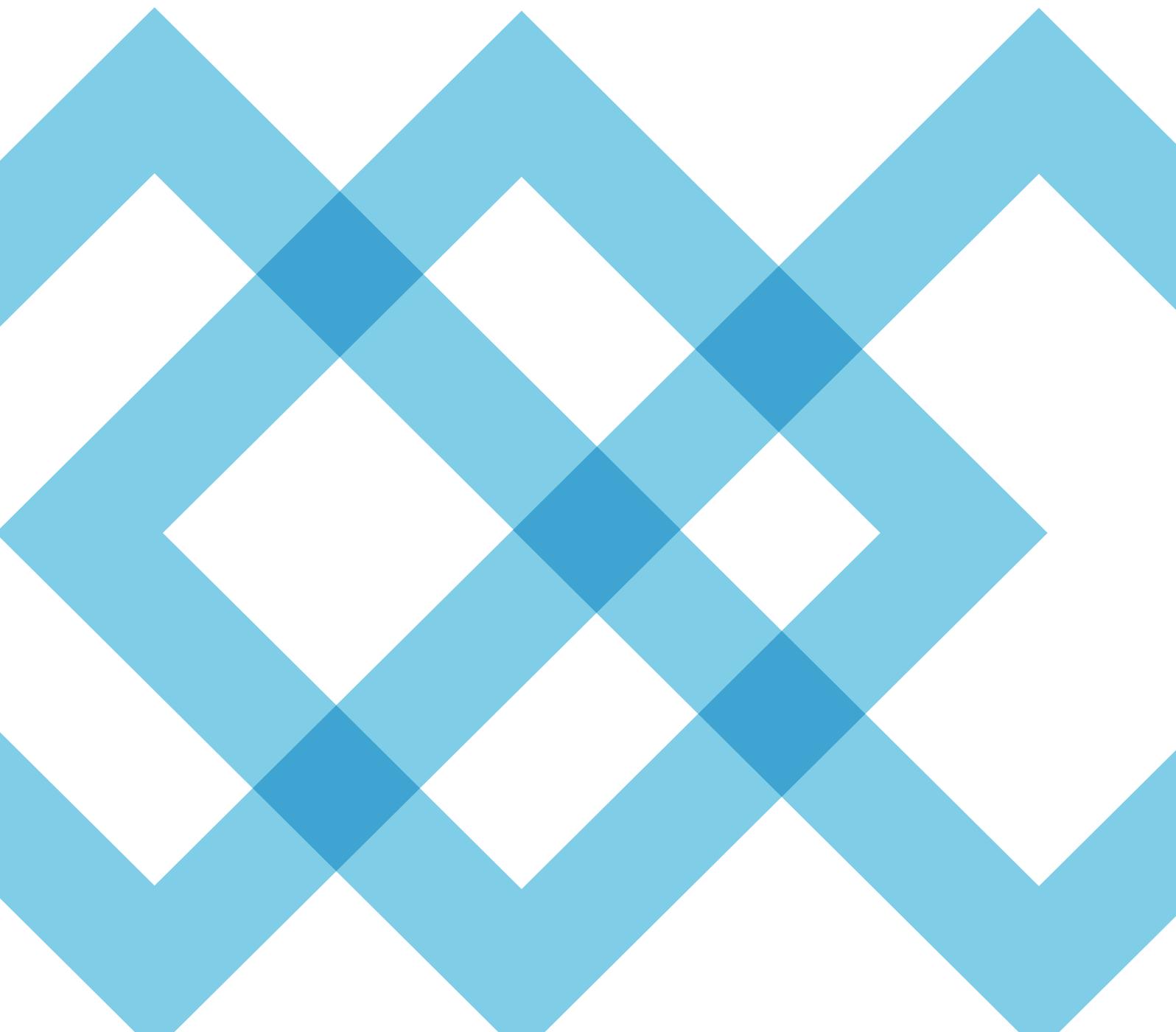


Source: SLMRU (SOLAS) analysis of CSO LFS data  
Excludes not stated

Between quarter 4 2021 and quarter 4 2022, the numbers in full-time employment increased (65,200 persons, or +3%) while those in part-time work remained stable. Nonetheless, the distribution of employment between full- and part-time remained almost the same overall; however, the share of full-time workers in caring services declined by 3 percentage points (down from 64%), while the share of full-time persons working in administrative, manager, and skilled trades occupations each increased by 2 percentage points, year-on-year.

Over the three-year period quarter 4 2019-quarter 4 2022, the total number of persons in full-time and part-time employment increased by 8% (154,100 persons) and 12% (59,500 persons) respectively. With regards to **full-time employment**, the growth was confined to six of the ten occupational groups considered here. Growth in full-time employment was strongest for associate professionals (59,700 more workers, or +25%) and professional occupations (57,900 additional persons, or +14%). In contrast, the largest declines for full-time workers were in elementary (-18,800 persons or -13%) and sales (15,100 fewer persons or -14%).

For **part-time employment**, by comparison, there were increases over the three-year period for all occupational groups except for operatives, which fell by 2,300 persons (or -10%). The strongest absolute increase in part-time employment was for elementary occupations (12,600 more persons, or +11%), caring/personal services (11,500 additional workers, or +16%) and associate professionals (9,500 more persons, or +28%). In addition, the number of part-time farmers rose by 9,000 persons (+148%), offsetting the fall in the number of full-time farmers (8,700 persons).



## Section 5

# Regional Labour Markets

This section examines key labour market indicators for each of Ireland's eight NUTS 3 administrative regions. These indicators comprise an outline of labour force participation rates, employment profiles (e.g. gender, age, education) and unemployment at regional level.

### 5.1 Labour force participation by region

Figure 5.1 shows labour force participation rates by region. In quarter 4 2022, the Dublin and Mid-East regions had the highest rates, at 67.7% and 67% respectively. All other regions had participation rates that were below the State average of (64.6%), with the Mid-West region having the lowest rate, at 61.3%. When compared to one year earlier, labour force participation rates declined slightly in all but three regions (Border, South West and Mid-East). Despite these year-on-year declines, the participation rates were higher than they had been in quarter 4 2019 for all regions.

Figure 5.1 Labour Force Participation (%) by Region, Quarter 4 2019, Quarter 4 2021 & Quarter 4 2022

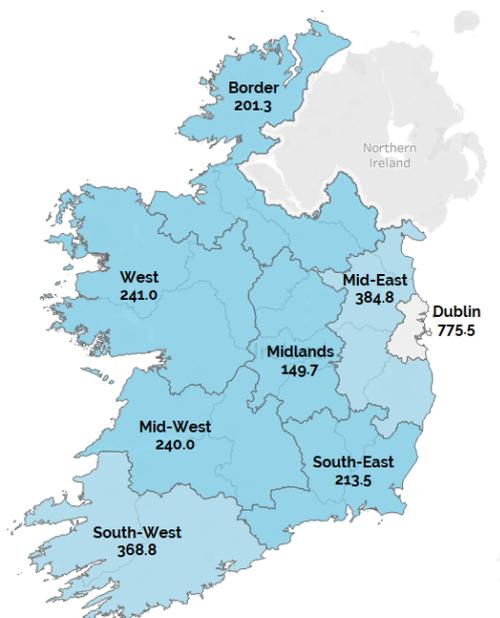


Source: SLMRU (SOLAS) analysis of CSO LFS data

## 5.2 Employment and employment growth

Figure 5.2 shows the number of persons employed in each region in quarter 4 2022. The largest regions in terms of employment levels were Dublin, with more than three quarters of a million persons employed, and the South West region, with 368,800 persons employed. The smallest were the Midland (149,700 employed persons) and the Border (201,300 employed persons) regions.

Figure 5.2 Numbers Employed (000s) by Region, Quarter 4 2022

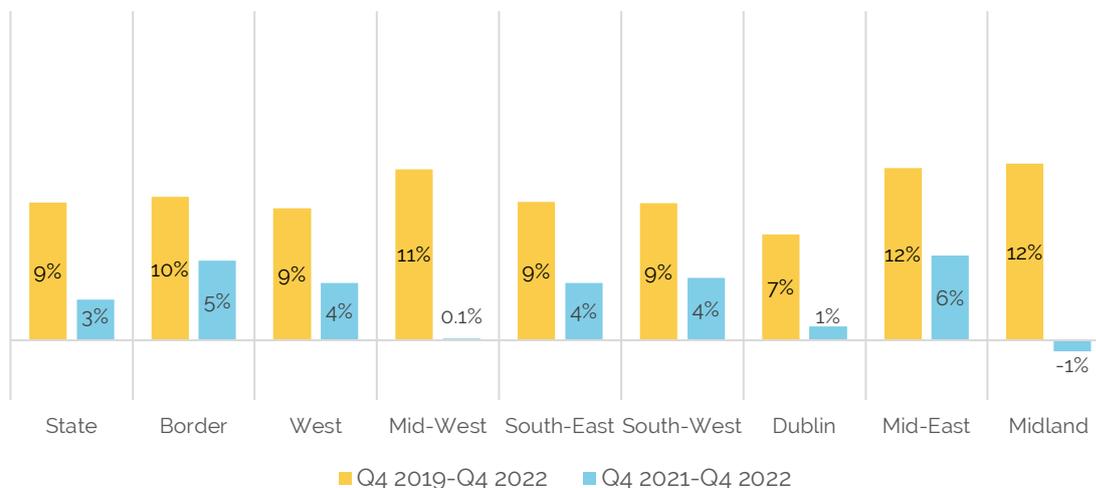


Source: SLMRU (SOLAS) analysis of CSO LFS data

Figure 5.3 shows employment growth rates for regions in Ireland. In the year to quarter 4 2022, the workforce in most regions increased, with the largest growth, in both relative and absolute terms, observed for the Mid-East region, at 6% (or 20,600 additional persons employed). Nonetheless, the number of persons in employment in the Midland region fell (by 1%, or 1,100 fewer workers), while employment in the Mid-West region remained almost unchanged, expanding by just 0.1%.

The employment levels in each region were higher in quarter 4 2022 than they had been immediately prior to the pandemic (quarter 4 2019). While employment in Ireland grew by 9% over the three-year period, the growth was even stronger in the Midland and Mid-East (each at 12%), the Mid-West and Border regions (11% and 10% respectively). Although, at 7%, employment growth in the Dublin region was lower than the national average, Dublin accounted for the largest absolute increase in employment, with 51,100 additional workers.

Figure 5.3 Employment Change (%) by Region, Quarter 4 2019-Quarter 4 2022 & Quarter 4 2021-Quarter 4 2022



Source: SLMRU (SOLAS) analysis of CSO LFS data

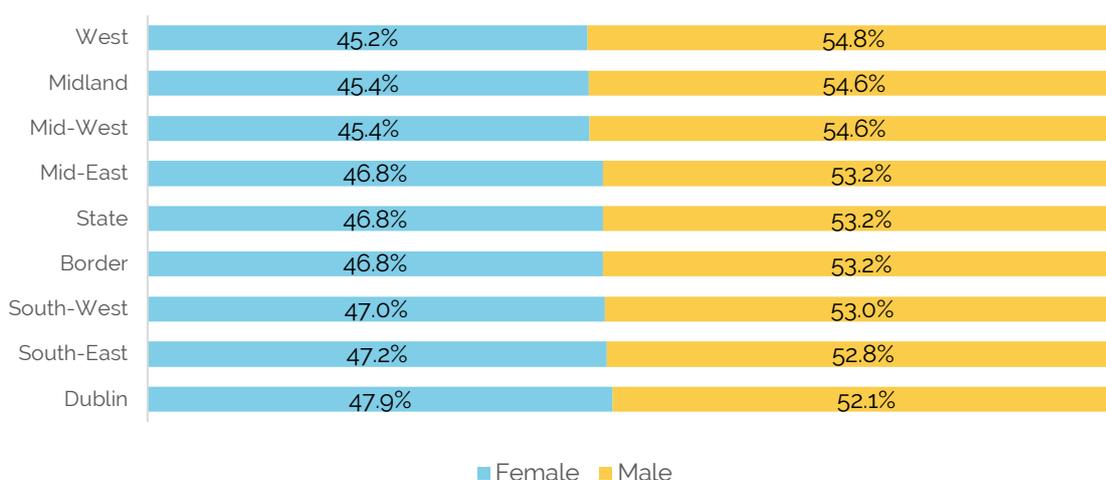
### 5.3 Employment by gender

Figure 5.4 shows employment by gender by region in quarter 4 2022. On average, 46.8% of persons in employment in Ireland were female. Dublin's workforce had the highest share of females at 47.9%, while the West and Midland regions had the smallest shares at 45.2% and 45.4% respectively.

When compared to quarter 4 2021, the share of employment in Ireland that was composed of females remained almost unchanged, declining by less than 0.2 percentage points (pp). In contrast, however, the share of females grew in the Border region (by 2 pp) and in the South West (by 0.8 pp).

When compared to quarter 4 2019 (pre-COVID), the female share of most regions' workforce grew, with the exception of the West, where the share of females fell from 46% in quarter 4 2019 to 45.2% in quarter 4 2022.

Figure 5.4 Employment by Region and Gender, Quarter 4 2022



Source: SLMRU (SOLAS) analysis of CSO LFS data

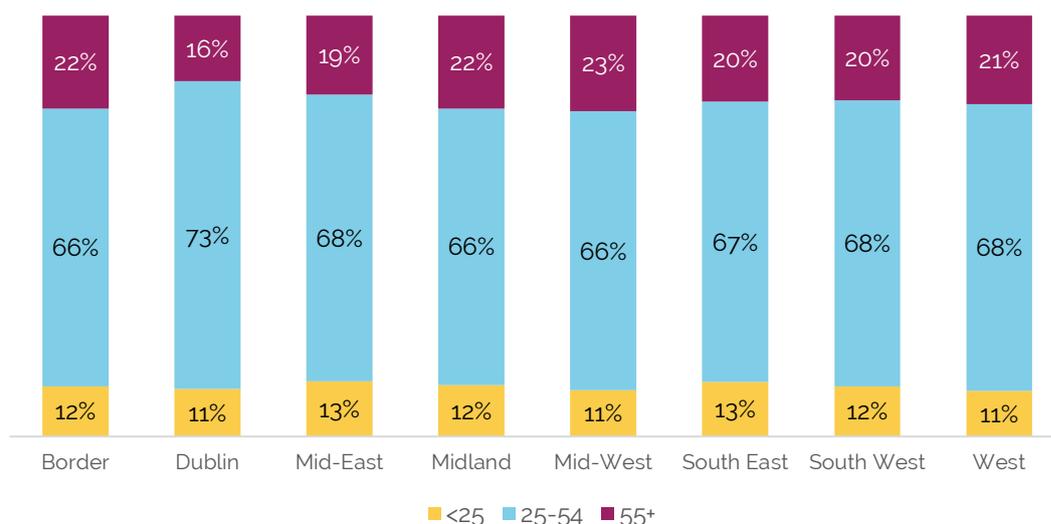
## 5.4 Employment by age

Figure 5.5 shows the distribution of employment by age group for each region in quarter 4 2022. Approximately two thirds of the workforce in each region was of prime working age (i.e. 25-55 years old), although, at 73%, the share was considerably larger for the Dublin region. Regions with the largest shares of older workers (i.e. aged 55+) were the Mid-West (23%), the Border (22%) and the Midlands (22%), while the Mid-East and South East regions had the largest shares of younger workers, at 13% each.

When compared to quarter 4 2021, the share of **younger workers increased** in all regions except the Mid-East (-1 pp), while the share of older workers remained broadly unchanged in most regions with the exception of the Midland (+1.2 pp) and West (-1 pp) regions. The share of 25-54-year-olds decreased in all but two regions (the Mid-East, where the share rose by 1.4 pp, and the South West, where the share remained almost unchanged (+0.3 pp)).

Over the three-year period, quarter 4 2019-quarter 4 2022, with the exception of the West region, the share of persons of prime working age increased in all regions, while the share of older workers declined; the pattern in the West region was different, with a one percentage point decline in the share of 25-54-year-olds and a concomitant rise in the share of 55+ year-old workers. The Midland region was the only region where the share of young people (aged 15-24 years) in the workforce increased (albeit marginally, with a 0.6 percentage point increase), while it remained unchanged in the Dublin and West regions.

Figure 5.5 Employment by Region and Age, Quarter 4 2022



Source: SLMRU (SOLAS) analysis of CSO LFS data

## 5.5 Employment by education level

Figure 5.6 shows the highest NFQ level attained by persons in the workforce in each region in quarter 4 2022. Persons with third level qualifications (NFQ levels 6-10) accounted for at least two fifths of the workforce in each region, with even higher shares observed in Dublin (63%) and the West (54%). Persons with FET qualifications (NFQ 4-6) accounted for between 11% (Dublin) and 17% (Mid-West, South East and South West), while Leaving Cert (or equivalent) holders made up between 19% and 26% of regional workforces. Junior Cert or equivalent (NFQ 1-3) qualification holders accounted for just 7% of the Dublin workforce, while the corresponding share for the Border region was more than twice that, at 16%.

When compared to quarter 4 2021, the share of third level graduates in regional workforces fell in three regions: Dublin (-1.1 pp), the South East (-1.4 pp) and, albeit only slightly, the South West (-0.4 pp); in contrast, it increased in all other regions, particularly in the Midland region (+5 pp). At the other end of the skills scale, the share of workers with at most a Junior Cert or equivalent declined in most regions, with the exception of the Midland region (where it grew by 1.1 pp) and the South West (where it remained unchanged).

Over the three-year period, quarter 4 2019-quarter 4 2022, the education attainment profile of the workforce of all regions in Ireland shifted away from lower NFQ levels towards higher levels: the share of workers with at most a Junior Cert (NFQ 1-3) fell across all regions, particularly in the Midland region (a 5 pp fall), while the share of those with third level qualifications (NFQ 6-10) grew in all regions, particularly the Midland and South East regions where the share of third level graduates increased by 12 pp and 11 pp respectively.

Figure 5.6 Employment by Region and NFQ Level Attained, Quarter 4 2022



Source: SLMRU (SOLAS) analysis of CSO LFS data  
Excludes those who did not state an education level

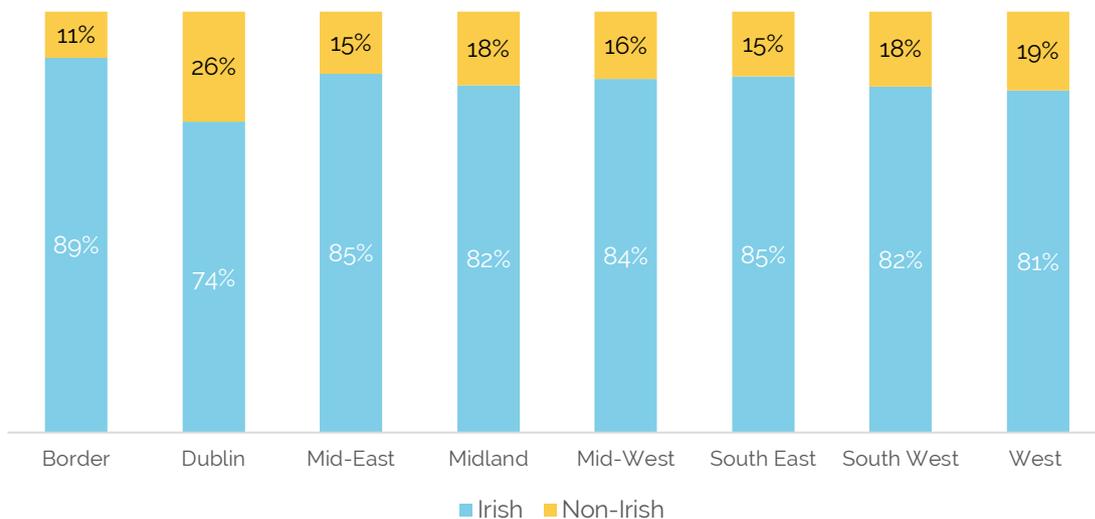
## 5.6 Employment by citizenship

Figure 5.7 shows the distribution of employment by region and citizenship in quarter 4 2022. More than one quarter of the workforce in Dublin was non-Irish compared to just 11% of the Border region's workforce. This compares to the national average of 19%.

When compared to quarter 4 2021, the share of non-Irish citizens in the workforce grew in four regions: South East (6 pp), Dublin (4 pp), Midland (3 pp) and West (3 pp); it declined by almost one percentage point in the Border region and was unchanged in the remaining three regions.

When compared to quarter 4 2019 (i.e. pre-COVID), the share of non-Irish citizens grew in most regions except the Border (where it declined by one percentage point, to 11%) and the Midland region where the change was almost negligible (at +0.2 percentage points). The largest shifts occurred in the West (+6 pp) and the Mid-West (+5 pp) regions.

Figure 5.7 Employment by Region and Citizenship, Quarter 4 2022



Source: SLMRU (SOLAS) analysis of CSO LFS data

## 5.7 Employment by professional status (employee vs self-employed)

Figure 5.8 shows the distribution of employment by region and professional status in quarter 4 2022. In each region, at least four fifths of those in employment were employees, with the highest share observed in the Dublin region (91%) and the lowest in the Mid-West (83%). At 13% and 12% respectively, the West and Mid-West regions had the highest shares of self-employed persons without employees, while Dublin, at 6% had the lowest. The share of self-employed with employees was highest in the Midland, South East and Mid-East, although some of these numbers are small and should be interpreted with caution.

Over the one-year period, quarter 4 2021-quarter 4 2022, the share of employees grew in three regions, namely, the Border (3 pp), Dublin (1 pp) and South East (1 pp) regions; it declined in the Mid-East (-2 pp) and South West (-1 pp) and was unchanged in the Midland, Mid-West and West regions. The share of persons who were self-employed (either with or without employees) rose in just two regions (the Mid-East and South West), was unchanged in the Mid-West and West, and declined in all other regions.

When compared to quarter 4 2019, the share of self-employed persons (either with or without employees) declined in most regions, with the largest percentage point decline in the Border region (-3 pp); in contrast, the share of self-employed persons increased by 2 pp in the Mid-West region. The share of self-employed in the Midland region remained unchanged.

Figure 5.8 Employment by Region and Professional Status, Quarter 4 2022



Source: SLMRU (SOLAS) analysis of CSO LFS data

Excludes persons who were assisting relatives; numbers in square brackets [ ] are small and should be interpreted with caution.

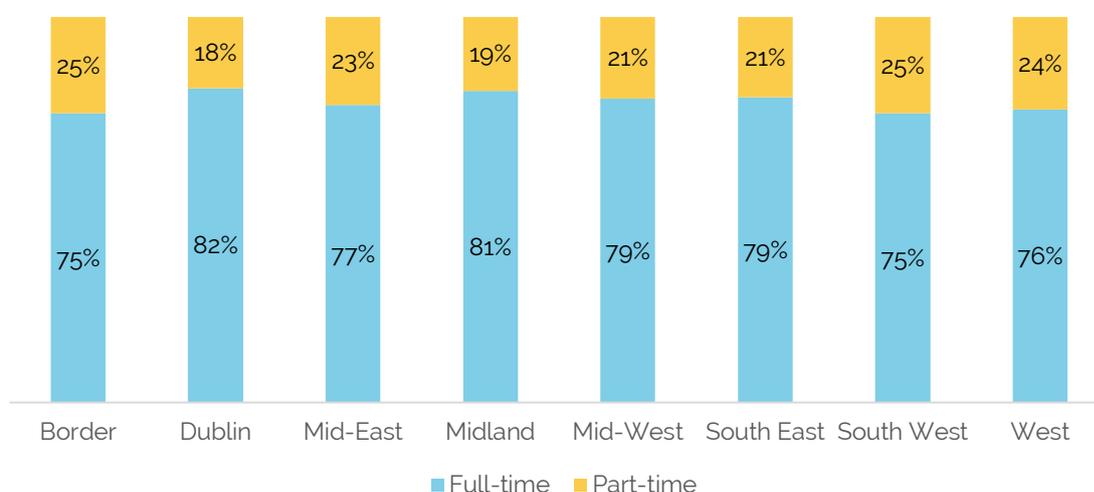
## 5.8 Employment by full-time/part-time status

Figure 5.9 shows regional employment by full-time/part-time status. In quarter 4 2022, the Dublin and Midland regions had the highest shares of persons employed full-time, at 82% and 81% respectively. The share of full-time workers was lowest in the Border and South West regions (each at 75%).

With the exception of the Border and West regions, the share of the workforce in full-time employment grew in most regions between quarter 4 2021 and quarter 4 2022. The growth varied from 4.6 pp and 2.4 pp in the South East and Midland regions, respectively, to just 0.1 pp in the Mid-East. In contrast, the shares in full-time employment fell year-on-year in the Border (-2.2 pp) and West (-1.5 pp) regions.

When compared to quarter 4 2019, the share of regional workforces in full-time employment declined for most regions, with the largest percentage point decline (of 5 pp) observed for the West region; while the distribution of full- and part-time employment remained almost unchanged in the Dublin and Mid-West regions, the share of full-time employment increased for the South East (+3 pp) and Midland (+1 pp) regions.

Figure 5.9 Employment by Region and Full-time/Part-time Status, Quarter 4 2022



Source: SLMRU (SOLAS) analysis of CSO LFS data

## 5.9 Employment by sector

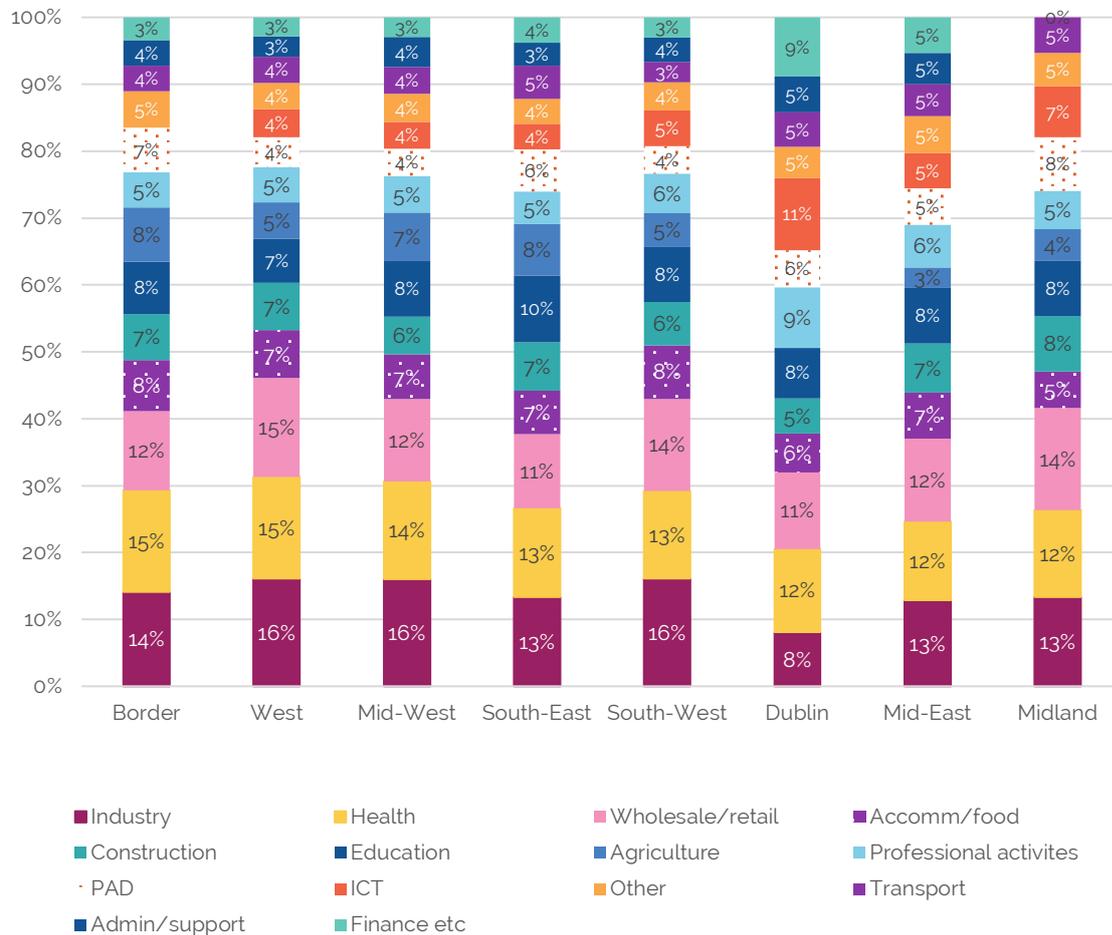
Figure 5.10 shows the distribution of regional employment by sector. With the exception of Dublin, the top three sectors of employment in each region were health, industry and wholesale/retail; combined these three sectors accounted for at least two fifths of employment in the Border (40%), West (46%), Mid-West (43%) and South West (43%) regions and for more than a third of employment for the South East (38%), Mid-East (37%) and Midland (39%) regions. For the Dublin region, in contrast, the top three sectors comprised health, wholesale/retail and ICT, which combined made up 34% of employment in the region. While Dublin accounted for 30% of total national employment, it accounted for 51% of all ICT sector workers.

Between quarter 4 2021 and quarter 4 2022, some of the most notable changes in employment were for

- the Midland region, where ICT went from comprising a negligible share of employment (with numbers too small to report) to making up 7% of regional employment; the numbers involved, however, remain small, with 10,800 ICT workers in this region in quarter 4 2022
- the Mid-West region, where employment in the health sector increased by nearly 3 pp, overtaking wholesale/retail to be the second largest sector of employment in the region, after industry
- the agriculture sector, where its share of regional employment declined in the Border (-2 pp), West (-2 pp) and Midland (-3 pp) regions.

When compared to quarter 4 2019, the largest sectoral shifts were for the Midland and South East regions: the largest percentage point declines, of nearly 4 pp each, in employment share were for the agriculture and administrative/support sectors in the Midland region; in contrast the largest increases were for the South East region, where employment in public administration and defence (PAD) and education each grew by 2.7 pp.

Figure 5.10 Employment by Region and Sector\*, Quarter 4 2022



Source: SLMRU (SOLAS) analysis of CSO LFS data

\*Numbers were too small to report for the ICT sector in the Border region, the finance sector in the Midland region, and the agriculture sector in the Dublin region. Excludes those who did not state a sector.

## 5.10 Employment by occupation

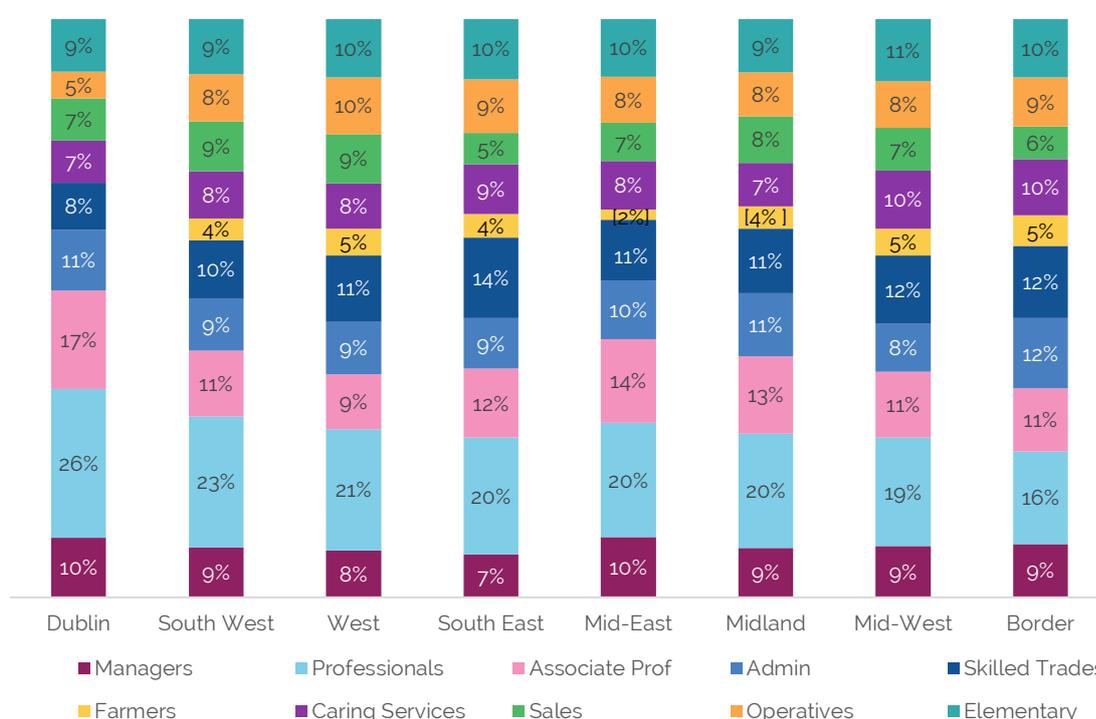
Figure 5.11 shows regional employment by occupation in quarter 4 2022. Farmers, normally categorised as one of the skilled trades occupations, are identified separately.

- With the exception of the Border region, at least 30% of employment in each region was working in either a **professional or associate professional occupation** (e.g. nurse, teacher, engineer, accounting technician, ICT technician, etc); the share was highest in Dublin, at 43%, and lowest for the West (30%), Mid-West (30%), and Border (27%) regions.
- Although **skilled trades occupations** (excluding farmers) made up 10% of total national employment, the share was lower (8%) in Dublin but considerably higher (14%) in the South East.
- **Farmers**, which made up nearly 3% of total national employment, accounted for approximately 5% of employment in the Border, West and Mid-West regions.

When compared to quarter 4 2021, employment in most regions shifted away from professionals towards a range of other occupations; the most notable change occurred in the Dublin and Mid-East regions where the share of professionals declined by 3 and 1 percentage points, respectively. Smaller declines in the share of professionals were observed for most other regions, except the South West (+2 pp) and Midland (+ 4 pp); the Border region remained almost unchanged.

Over the three period, quarter 4 2019-quarter 4 2022, with the exception of the West region, the share of employment in high skilled occupations (i.e. manager, professional or associate professional) grew across all regions; the strongest shift (+12 pp) towards higher skilled occupations was in the Midland region, driven primarily by an increase in the share of persons employed in professional occupations. The share of the West region's workforce in high skilled occupations fell over the same period (by 2 pp).

Figure 5.11 Employment by Region and Occupational Group, Quarter 4 2022



Source: SLMRU (SOLAS) analysis of CSO LFS data

Numbers were too small to report for farmers in the Dublin region.

Numbers in square brackets are small and should be interpreted with caution.

Excludes those who did not state an occupation.

## 5.11 Remote working

Figure 5.12 shows how the extent of working from home (either usually or sometimes) varied by region in quarter 4 2022. Dublin had the highest share with more than two fifths of employment working remotely; the share was lowest in the Border region, where it was less than a quarter (23.4%) and the West (26.8%).

All regions observed an increase in the shares working usually or sometimes from home in the period since quarter 4 2019, although the increase in the West region was particularly small at just 3 percentage points (compared to 13 pp for the State average). The Dublin region had the largest increase (20 pp – representing 187,500 additional persons working either usually or sometimes from home).

Figure 5.12 Employed Persons Who Usually or Sometimes Worked from Home (%), Q4 2019 & Q4 2022



Source: SLMRU (SOLAS) analysis of CSO LFS data

## 5.12 Regional Unemployment

### Unemployment levels

Figure 5.13 shows the number of unemployed persons in quarter 4 2021 and quarter 4 2022 by region (excludes Midland region in quarter 4 2022 when numbers were too small to report). More than one third (36%) of all unemployment was in Dublin, with a further 15% in the Mid-East region. Combined these two regions accounted for 54,000 unemployed people.

When compared to quarter 4 2021, unemployment levels fell in all but the Border region (where the number of unemployed persons grew by 1,900). The largest declines were observed in the Dublin region (4,800 fewer unemployed), followed by the Mid-East (4,200 fewer persons).

Over the three-year-period, quarter 4 2019-quarter 4 2022, the number of unemployed persons increased in just three regions: Dublin (+4,000 persons), Border (+2,200), and Mid-East (+700 persons); the number remained unchanged in the Mid-West region and declined in all remaining regions (except the Midland region where numbers in quarter 4 2022 were too small to report).

Figure 5.13 Unemployed (000) Persons by Region\*, Quarter 4 2021 and Quarter 4 2022



Source: SLMRU (SOLAS) analysis of CSO LFS data

\*The number of unemployed persons in the Midland region was too small to report in quarter 4 2022

In quarter 4 2022, the highest unemployment rate was in the South East, at 5.4%; the Dublin, Border and Mid-West regions also had unemployment rates that were above the national average (4.2%); the lowest unemployment rates were in the South West (3%) and Midland (3.5%) regions. In the year to quarter 4 2022, the unemployment rate declined in all regions, except the Border region (where it rose slightly by less than one percentage point). The largest percentage point (pp) fall was in the Mid-East region, where the unemployment rate declined from 5.3% to 4%.

When compared to quarter 4 2019, the unemployment rate declined in all regions, except the Border region (which increased slightly by 0.3 pp); the largest decline of 1.5 pp was observed in the South East region.

Figure 5.14 Unemployment Rate (15-74 years) by Region, Quarter 4 2021 and Quarter 4 2022



Source: SLMRU (SOLAS) analysis of CSO LFS data



# Section 6

## Unemployment

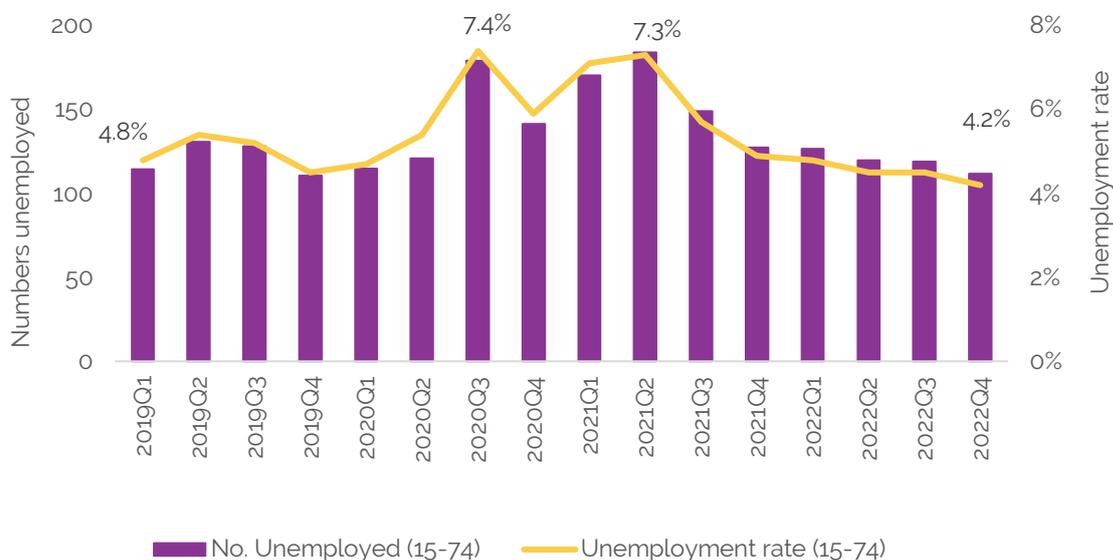
### 6.1 Introduction

This section provides a profile of the persons aged 15-74 years who were unemployed over the period 2019-2022. The analysis by age, gender, sector and occupation of previous employment (where relevant), citizenship and education is based on annual average data from the CSO's Labour Force Survey.

### 6.2 Unemployment and Unemployment Rates

Following fluctuations in the levels of unemployment as a result of COVID-19 restrictions, unemployment levels in quarter 4 2022 fell to 112,000, the lowest levels since quarter 4 2019 (Figure 6.1). In 2020, the unemployment rate peaked at 7.4% in quarter 3; the rate has been declining since mid-2021, with a rate of 4.2% in quarter 4 2022. Despite similar levels of unemployment when compared to quarter 1 2019, the rise in employment levels have seen a further decline in the unemployment rate. In terms of annual average unemployment (as detailed in the remainder of this section) for those aged 15-74 years, unemployment for 2022 stood at 119,400 persons, compared to 157,800 persons in 2021 and 121,000 persons in 2019.

Figure 6.1 Unemployment Levels (000s) and Unemployment Rate (%), Quarter 1 2019 – Quarter 4 2022



Source: SLMRU (SOLAS) analysis of CSO LFS data

In quarter 4 2022, the long-term unemployment rate (i.e. those unemployed for one year or longer) was 1.3% (lower than the rates in either quarter 4 2021 or quarter 4 2019) (Table 6.1). There were 34,300 persons classified as long-term unemployed, a decline of 10,000 persons when compared to quarter 4 2021 and 4,300 fewer than in quarter 4 2019. Between quarter 4 2021 and quarter 4 2022, long-term unemployment as a share of total unemployment fell from 35% to 31%.

The broad unemployment measure (combining those unemployed and part-time underemployed) was 8% in quarter 4 2022, a decline on 9.1% in quarter 4 2021 and 8.9% in quarter 4 2019.

In quarter 4 2022, the youth unemployment rate (i.e. persons aged 15 to 24) was 9.1%, lower than in the corresponding quarter in both 2021 (10.2%) and 2019 (9.6%). In absolute terms, youth unemployment stood at 30,600 persons; this represents a decline of 4,400 persons (or nearly 13%) compared to quarter 4 2021 but an increase of 2,600 persons (or 9%) compared to quarter 4 2019 (when 28,000 youths were unemployed). In quarter 4 2022, the NEET rate (the share of 15–24-year-olds who were not in employment, education or training) was 6.8% compared to 5.8% in quarter 4 2021 and 8.8% in quarter 4 2019.

Table 6.1 Other Unemployment Indicators, Quarter 4 2019 - Quarter 4 2022

	Long term UE rate (%) (15-74)	Broad UE rate (%) (15-74)	Youth UE rate (%) (15-24)	NEET* rate (%) (15-24)
Quarter 4 2019	1.6	8.9	9.6	8.8
Quarter 4 2020	1.5	10.0	14.2	9.8
Quarter 4 2021	1.7	9.1	10.2	5.8
Quarter 4 2022	1.3	8.0	9.1	6.8

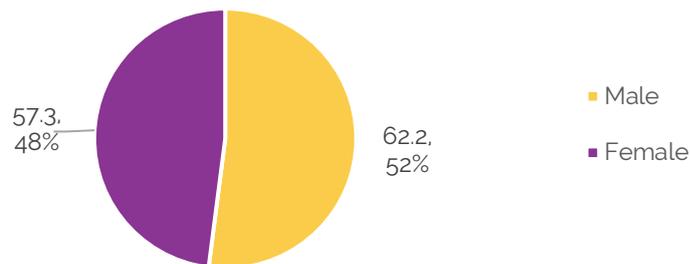
Source: SLMRU (SOLAS) analysis of CSO LFS data

\*Not in employment, education or training; ILO defined; there is a discrepancy between ILO and PES (self-declared principal economic status) measure of participation in education with the former used in the NEET rate potentially overstating the non-participation in the case of Ireland

### 6.3 Unemployment by Gender

Figure 6.2 presents the number of unemployed persons by gender in 2022. Males accounted for the largest share of unemployed persons in 2022, at 52%. This was a two-percentage point decline in the share of unemployed males when compared to 2021 (based on annual average unemployment levels); although there was a decline in the number of unemployed persons for both genders between 2021 and 2022, the decline was greater for males than females, at 27% and 21% respectively.

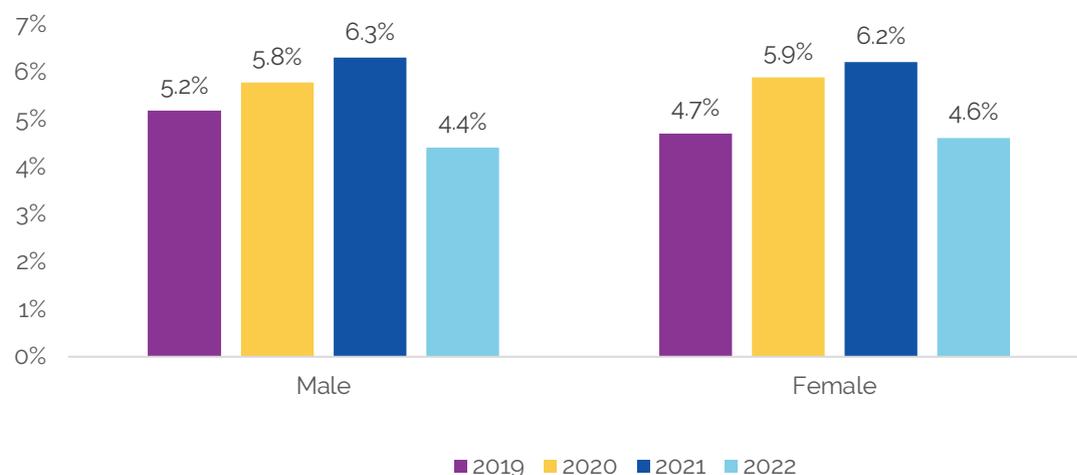
Figure 6.2 Unemployment by Gender (000s, %), 2022 (Annual Average)



Source: SLMRU (SOLAS) analysis of CSO LFS data

Figure 6.3 presents unemployment rates by gender. In 2022, the unemployment rates for males and females were broadly similar at 4.4% and 4.6% respectively. The unemployment rate increased each year between 2019 and 2021 for both genders as a result of the COVID-19 pandemic. When compared with 2019, the unemployment rate for males in 2022 was 0.8 percentage points lower, whereas for females it was just 0.1 percentage points lower. Although the overall unemployment numbers in 2022 had almost returned to 2019 levels, the gender composition has changed marginally with a higher number of females unemployed (+4,700) and a corresponding fall in the number of unemployed males (-6,200) between the two time periods; this, combined with increasing numbers employed for both genders, largely explain the changing unemployment rate patterns.

Figure 6.3 Unemployment Rate by Gender (%), 2019-2022 (Annual Average)



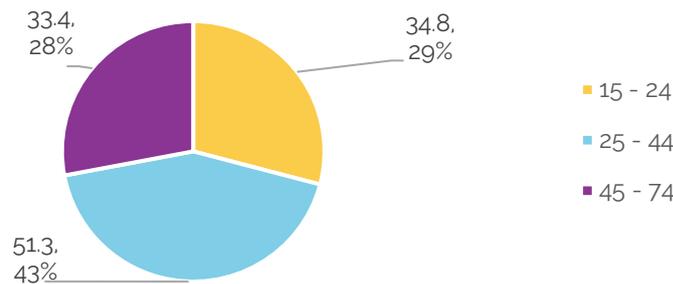
Source: SLMRU (SOLAS) analysis of CSO LFS data

## 6.4 Unemployment by Age

Figure 6.4 presents the number of unemployed persons by age group. In 2022, persons aged 25-44 years accounted for the greatest share of unemployed persons, at 43%. Those aged 15-24 years and 45-74 years had similar shares, at 29% and 28% respectively.

Between 2021 and 2022, the numbers unemployed decreased across all age cohorts, with the largest absolute decline for those aged 45-74 years (-16,000). When compared to pre-COVID-19 levels in 2019, unemployment numbers by age were broadly comparable.

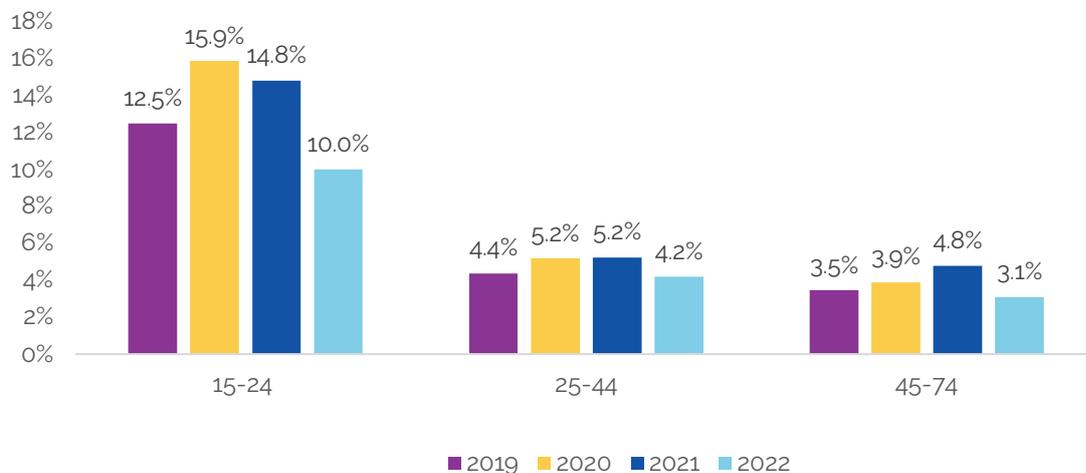
Figure 6.4 Unemployment by Age (000s, %), 2022 (Annual Average)



Source: SLMRU (SOLAS) analysis of CSO LFS data

Figure 6.5 presents unemployment rates by age for the period from 2019 to 2022. Across all years examined, the unemployment rate for persons aged 15-24 years was far higher than the other age cohorts. Between 2021 and 2022, the unemployment rate declined across all age cohorts, with the largest decline for those aged 15-24 years, of 4.8 percentage points; this is partly explained by the increase in the numbers in the labour force for this age cohort. There was also a decline in the unemployment rate across all age cohorts since 2019, although the decline for both those aged both 25-44 years and 45-75 years was less than 0.5 percentage points.

Figure 6.5 Unemployment Rate by Age (%), 2019-2022 (Annual Average)

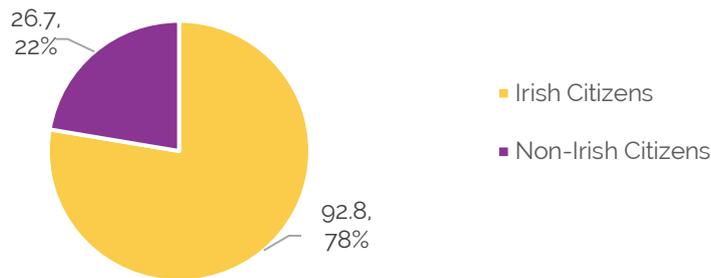


Source: SLMRU (SOLAS) analysis of CSO LFS data

## 6.5 Unemployment by Citizenship

Figure 6.6 presents the distribution of unemployment by citizenship. In 2022, there were 26,700 unemployed non-Irish citizens, accounting for 22% of all unemployed persons. Between 2021 and 2022, the number of both unemployed Irish and non-Irish citizens declined, although the relative change was greater for Irish citizens with a 26% decline compared to 16% for non-Irish citizens.

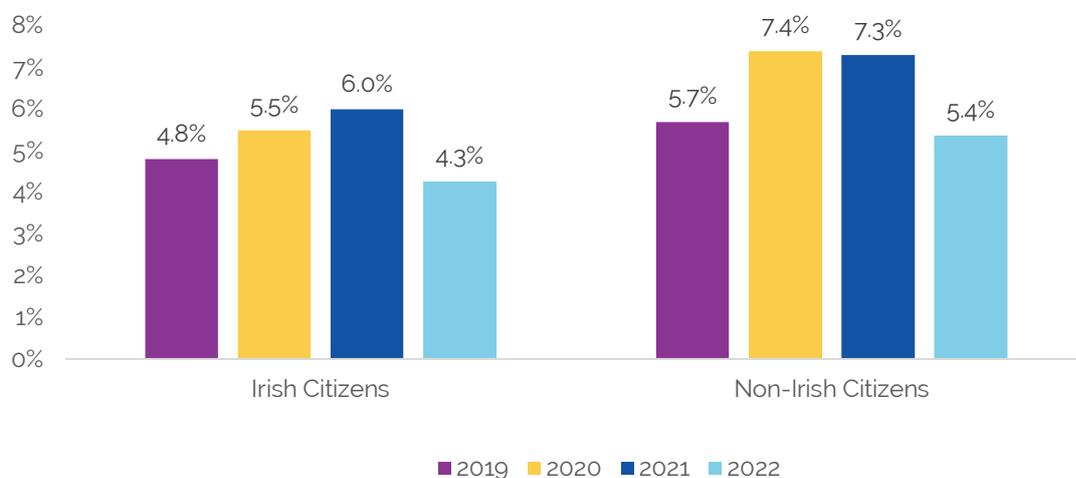
Figure 6.6 Unemployment by Citizenship (000s, %), 2022 (Annual Average)



Source: SLMRU (SOLAS) analysis of CSO LFS data

Figure 6.7 presents unemployment rates for Irish and non-Irish citizens over the period 2019-2022. In all time periods, the unemployment rate for non-Irish citizens was higher than that for Irish citizens. Following increases in unemployment rates with the onset of the COVID-19 pandemic, the rates fell for both Irish and non-Irish citizens in 2022 when compared to 2021, by 1.7 percentage points and 1.9 percentage points respectively. For both Irish citizens and non-Irish citizens, the unemployment rate in 2022 was below the 2019 rate; this is in part explained by the increase in the size of the labour force for both cohorts over this period.

Figure 6.7 Unemployment Rate by Citizenship (%), 2019-2022 (Annual Average)



Source: SLMRU (SOLAS) analysis of CSO LFS data

## 6.6 Unemployment by Sector

Table 6.2 presents the annual average unemployment levels and rates by sectors, excluding those who did not state a previous sector of employment. As the number of persons unemployed by sector has fallen since 2021, a number of sectors were grouped to facilitate reporting.

In 2022, the highest number of unemployed persons had previously worked in construction, transport or industry. Combined, a total of 16,000 unemployed persons stated that they previously worked in construction, transport or industry; a further 14,000 were previously employed in health, education or public administration or defence (PAD). Those previously employed in health, education or public administration had the lowest unemployment rate of 2.0%, whereas the highest unemployment rate was for those previously employed in the accommodation and food sector at 5.5%, although these relate to small numbers so should be treated with caution.

Between 2021 and 2022, the numbers unemployed declined across all sectoral groups. Those previously employed in the accommodation and food sector saw the largest declines in both numbers unemployed (10,900) and the unemployment rate (a fall of 7.4 percentage points).

Table 6.2 Unemployment by Sector, 2022 (Annual Average)

	Unemployed (000s)	Unemployment Rate
Construction/transport/industry	16.0	2.6%
Health/education/PAD	14.0	2.0%
Wholesale & retail	12.1	3.7%
Financial/professional activities/ICT	11.1	2.4%
Other sectors*	10.9	3.4%
Accommodation & food	[9.7]	[5.5%]

Source: SLMRU (SOLAS) analysis of CSO LFS data

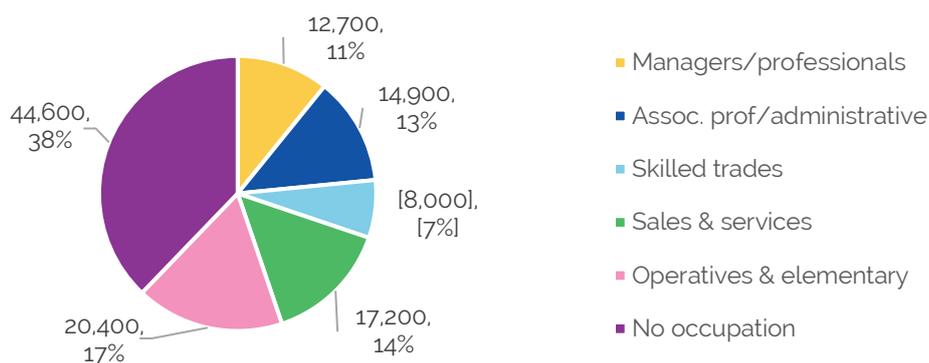
\* Includes administrative support services, agriculture, arts, entertainment and other services and other sectors.  
Note: Numbers in square brackets are small and should be treated with caution.

## 6.7 Unemployment by Occupation

Figure 6.8 presents the distribution of unemployment by broad occupational groups, with some grouped due to small numbers. In 2022, unemployed persons who did not state their previous occupation (e.g. looking for work for the first time, entering employment from inactivity) accounted for 38% of all unemployed persons. Of those who had stated a previous occupation, the greatest share had previously worked in operative or elementary occupations (17%), sales and personal services occupations (14%), associate professionals and administrative occupations (at 13%).

Between 2021 and 2022, the number of unemployed persons decreased for all occupations, with the largest decline for those previously employed in operative or elementary occupations, falling by 12,900.

Figure 6.8 Unemployment by Previous Occupation (%), 2022 (Annual Average)



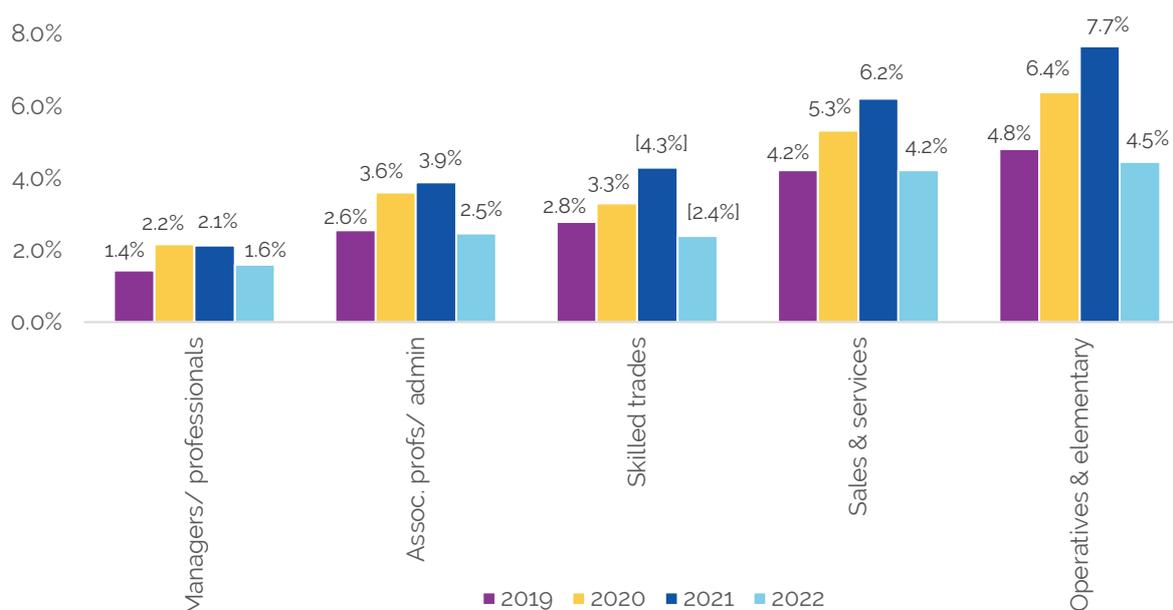
Source: SLMRU (SOLAS) analysis of CSO LFS data

Note: Numbers in square brackets should be treated with caution

The unemployment rate by broad occupation for the period 2019 to 2022 is presented in Figure 6.9. Those previously employed in managerial or professional occupations consistently had the lowest unemployment rate across the time period examined. In 2022, this group had the lowest unemployment rate of 1.6%; this is a fall compared to 2021 (of 0.5 percentage points), but marginally above the rate in 2019. For all occupations, excluding managers/professionals, the unemployment rate grew annually between 2019 and 2021, followed by a sharp decline in 2022.

Those previously employed in sales or personal services occupations had one of the highest unemployment rates across occupations, with rates rising to 6.2% in 2021, although the rate fell by 2 percentage points between 2021 and 2022. Across all time periods examined, those previously employed in operative and elementary occupations had the highest unemployment rate. The rate rose to 7.7% in 2021 but fell significantly in 2022 to 4.5% (a decline of 3.2 percentage points) with the rate below that of 2019.

Figure 6.9 Unemployment Rate by Previous Occupation (%), 2019-2022 (Annual Average)



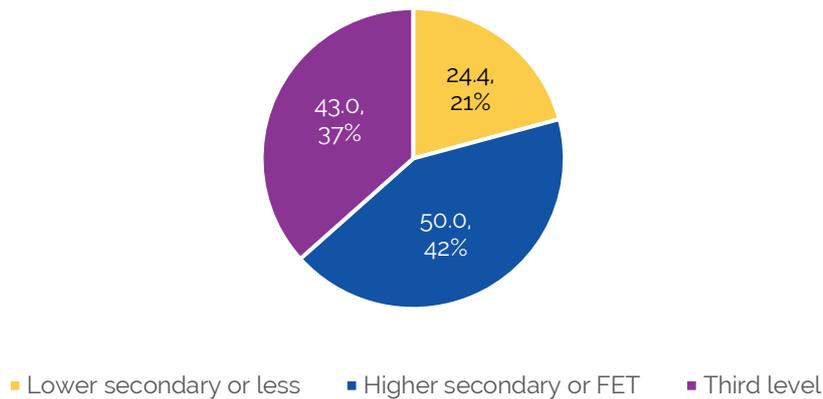
Source: SLMRU (SOLAS) analysis of CSO LFS data

Note: Excludes persons who did not state or have a previous occupation; numbers in square brackets should be treated with caution

## 6.8 Unemployment by Education

Unemployment by education is presented in Figure 6.10. In 2022, 42% of all persons unemployed had a higher secondary education/FET qualification, 21% had attained lower secondary education or less, while 37% had a third level qualification. Between 2021 and 2022, the number of unemployed persons declined across all levels of education, with the greatest absolute fall observed for those with a higher secondary education/FET qualification (-20,600); unemployment levels for those with lower secondary education or less or a third level qualification declined by 2,700 and 12,400 respectively.

Figure 6.10 Unemployment by Education\* (000s & %), 2022 (Annual Average)

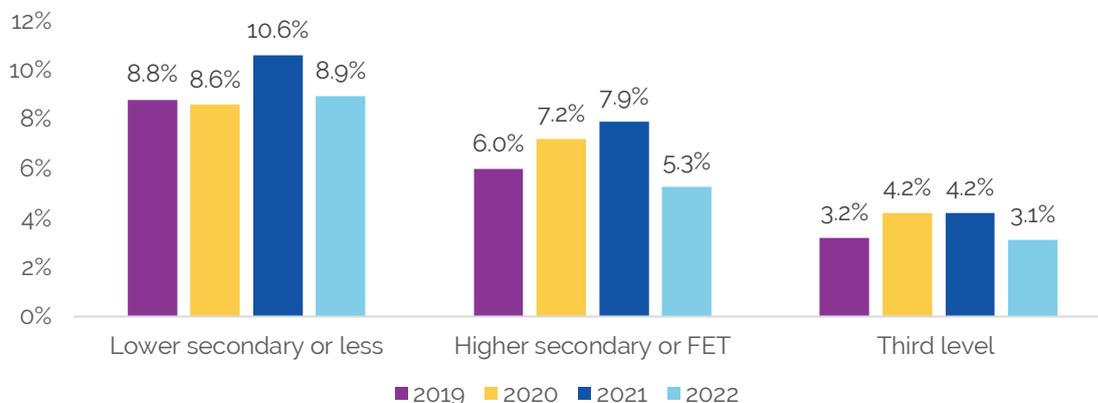


Source: SLMRU (SOLAS) analysis of CSO LFS data

\*Excludes not stated.

Unemployment rates by education for the period 2019 to 2022 are presented in Figure 6.11. Across all time periods examined, persons who had attained at most a lower secondary level of education or less had the highest unemployment rate (at 8.9% in 2022). In contrast, persons with a third level education had the lowest unemployment rate across the period (at 3.1% in 2022). Between 2019 and 2021, the unemployment rate for those with higher secondary education or FET saw the largest increase (of 1.9 percentage points) across the education levels, but subsequently had the largest decline between 2021 and 2022 to 5.3% (falling by 2.6 percentage points).

Figure 6.11 Unemployment Rate by Education, 2019-2022 (Annual Average)



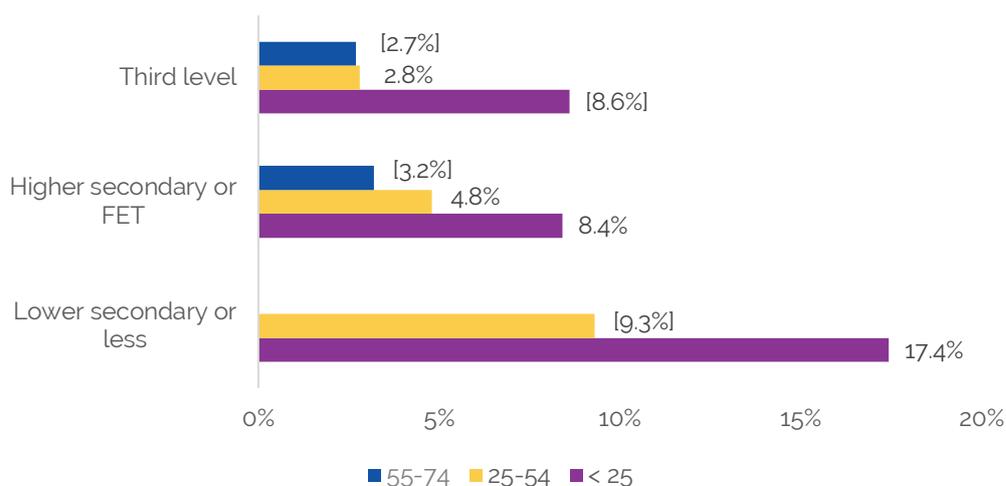
Source: SLMRU (SOLAS) analysis of CSO LFS data

Note: Excludes not stated.

Unemployment rates by education and age are presented in Figure 6.12. In 2022, persons aged under 25 years had the highest unemployment rates across all levels of education; those aged under 25 years with lower secondary education or less had the highest unemployment rate (at 17.4%). Where the unemployment rate was reported, those with third level qualifications had the lowest unemployment rates across the age cohorts, although it was broadly comparable with those with higher secondary education or FET aged both under 25 years and aged 55-74 years.

Between 2021 and 2022, the unemployment rate fell across all age groups and education categories, with the largest declines for those aged under 25 years, falling by 6 percentage points for both those with lower secondary education or less and with higher secondary education or FET. For the remaining categories, the fall was of a magnitude of 3 percentage points or less.

Figure 6.12 Unemployment Rate by Education and Age, 2022 (Annual Average)



Source: SLMRU (SOLAS) analysis of CSO LFS data

Note: Excludes not stated.

Numbers too small to report for lower secondary or less aged 55-74 years; numbers in square brackets should be treated with caution.



## Section 7

# Labour Market Transitions and Recent Job Hires

### 7.1 Overall Transitions

The change in the labour market status of individuals – employment, unemployment and economic inactivity – between two points in time is referred to as a 'labour market transition'. The analysis of labour market transitions is based on the CSO Labour Force Survey (LFS) which allows for the examination of survey participants who remain on the survey panel in two subsequent quarters.

Average quarterly labour market transitions for 2022 are presented in Table 7.1. As observed in preceding years, with the exception of the unemployed, most individuals do not change their labour market status between successive quarters. In 2022, on average, 96% of individuals who were in employment remained employed; 88% of those economically inactive continued to be outside the labour force and 41% of those unemployed remained unemployed. Nonetheless, some individuals changed their labour market status between quarters: 4% of individuals transitioned out of employment, 3% to inactivity and 1% to unemployment; 59% of individuals transitioned out of unemployment, 34% to employment and 25% to inactivity; 12% of individuals transitioned out of inactivity, 8% to employment and 4% to unemployment.

Compared to 2021, there were some changes observed in the distribution of transitions. There was an increase in the share of persons moving from unemployment to inactivity (from 22% in 2021 to 25% in 2022), and a decrease in the share of persons moving from unemployment to employment (from 37% in 2021 to 34% in 2022). Over the same period, the share of persons remaining inactive increased (from 85% in 2021 to 88% in 2022).

Table 7.1 Labour Market Transitions<sup>27</sup> by ILO Status (Persons Aged 15-74), 2022

ILO start quarter	ILO end quarter		
	Employed	Unemployed	Inactive
Employed	96%	1%	3%
Unemployed	34%	41%	25%
Inactive	8%	4%	88%

Source: SLMRU (SOLAS) analysis of CSO LFS data

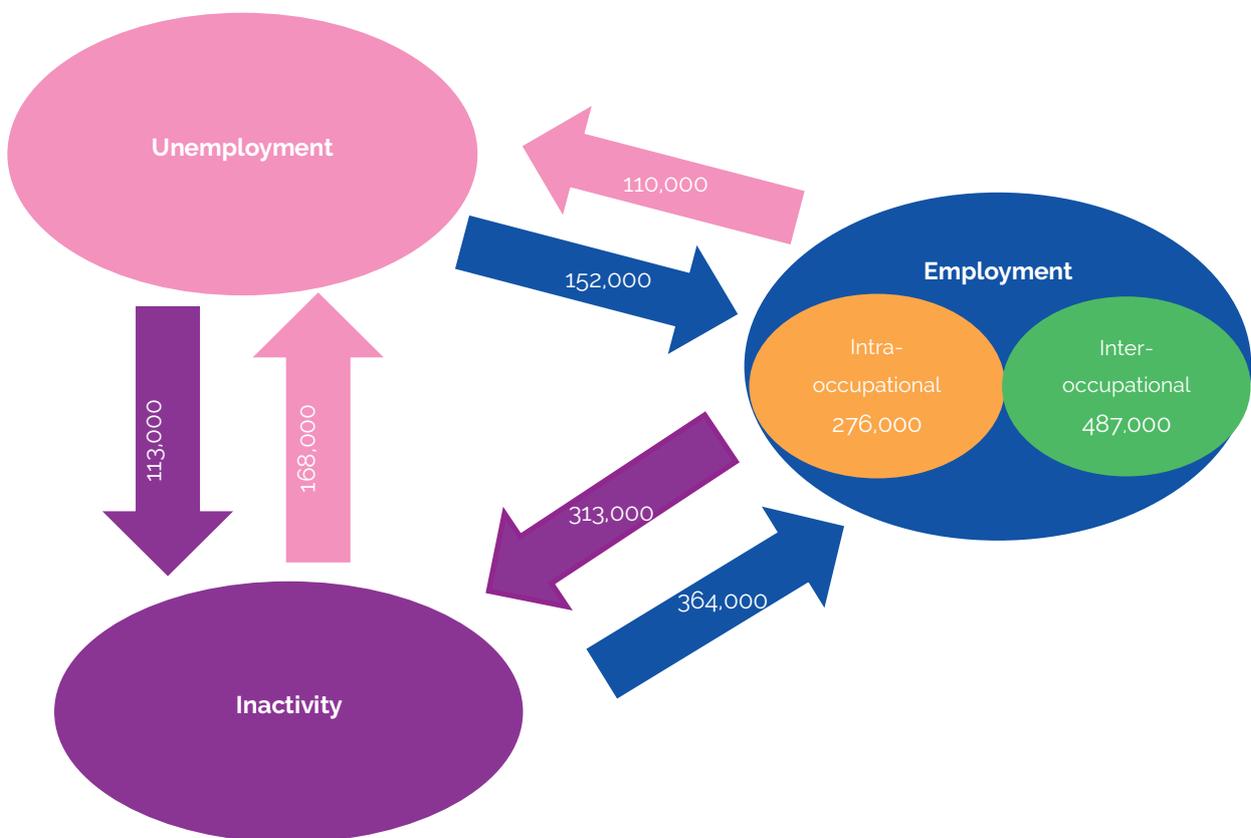
Figure 7.1 shows estimated annual transitions in the Irish labour market in 2022. It is estimated that 1.98 million transitions occurred in the labour market in 2022, compared with 2.02 million in 2021, 1.67 million in 2020 and 1.4 million in 2019. In 2022, there were approximately 262,000 transitions between employment and unemployment, 677,000 between employment and inactivity and 281,000 between unemployment and inactivity. In addition, there were 763,000 transitions which occurred within employment, either due to a change of employer (intra-occupational transitions) or change of occupation (inter-occupational transitions),

<sup>27</sup> Sum of transitions between quarter 4 2021 to quarter 1 2022, quarter 1 2022 to quarter 2 2022, quarter 2 2022 to quarter 3 2022, and quarter 3 2022 to quarter 4 2022.

At 516,000, the number of transitions into employment from both unemployment and inactivity exceeded the number of transitions out of employment (approximately 423,000). The number of transitions from unemployment to employment was 152,000 compared to 110,000 in the opposite direction, while the number from inactivity to employment was 364,000 compared to 313,000 in the opposite direction.

Compared to 2021, there was a considerable decrease in the volume of transitions from inactivity to employment (94,000) and from unemployment to employment (62,000), a combined decrease of 156,000 transitions. The number of transitions from employment to unemployment decreased (by 31,000), while the number of transitions from employment to inactivity increased (by 22,000). There were 234,000 more movements observed for those already in employment, with a significant increase observed for inter-occupational transitions (203,000). There were 31,000 more intra-occupational transitions.

Figure 7.1 Labour Market Transitions, 2022 (Sum of four quarters)



Source: SLMRU (SOLAS) analysis of CSO LFS data

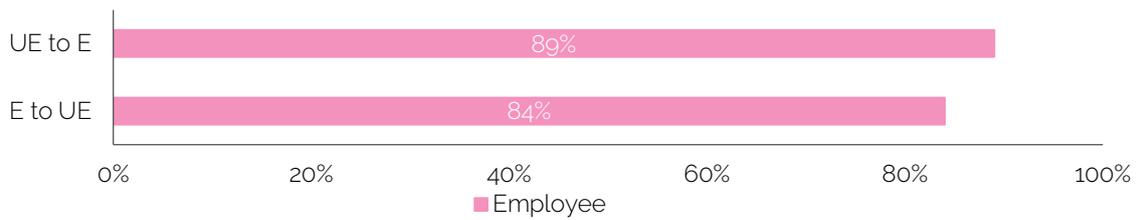
## 7.2 Transitions between Employment and Unemployment

The composition of transitions between employment and unemployment is presented in Section 7.2.

### Employment Status

At 84%, the employee category accounted for most of those transitioning from employment to unemployment; of these, 3% were associated with State-sponsored employment schemes. Of transitions from unemployment to employment, 89% were to the employee category; of these, 7% were associated with employment schemes, which is five percentage points above the 2021 share. In respect of both transition flows, the remainder were either self-employed or assisting relatives, but the numbers were too small for reporting and analysis.

Figure 7.2 Employment and Unemployment by Employment Status, 2022

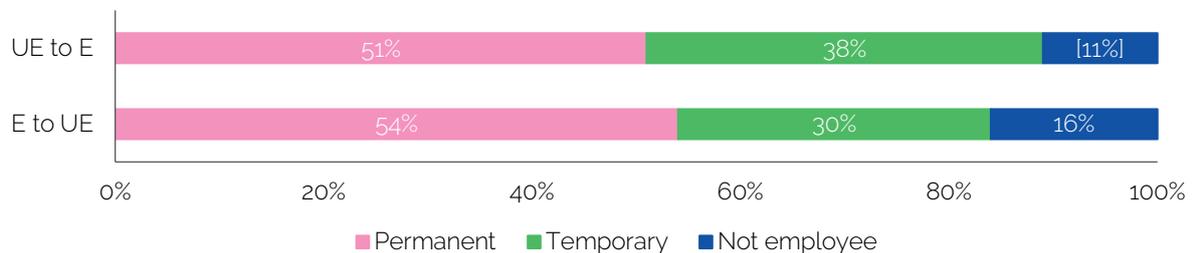


Source: SLMRU (SOLAS) analysis of CSO LFS data

### Job Tenure

In terms of permanency of tenure, 54% of exits to unemployment were from permanent jobs, compared to 51% of entries into employment. The share of persons in temporary employment was greater in entries into employment compared to their share in exits to unemployment (38% compared to 30%).

Figure 7.3 Employment and Unemployment by Job Tenure, 2022



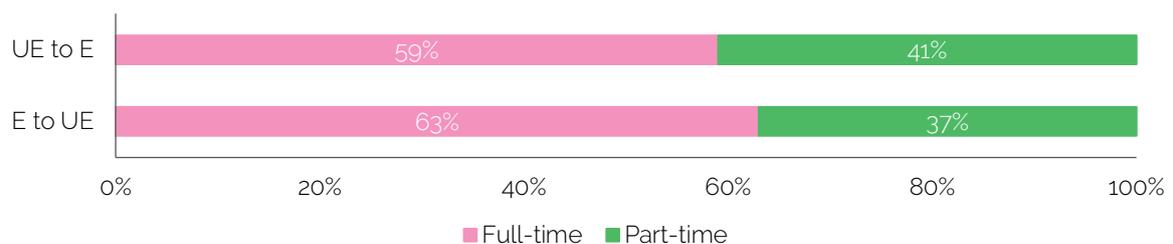
Source: SLMRU (SOLAS) analysis of CSO LFS data

The figure in square brackets for the not employee category in transitions from unemployment to employment is small and should be treated with caution. Not stated excluded from total figures.

### Full-Time or Part-Time

As was the case in 2021, the distribution of full-time and part-time jobs in exits from and entries to employment was similar. Just over 60% (63%) of transitions from employment to unemployment in 2022 were from full-time employment, compared to 59% of transitions from unemployment to employment.

Figure 7.4 Employment and Unemployment by Full-Time and Part-Time, 2022

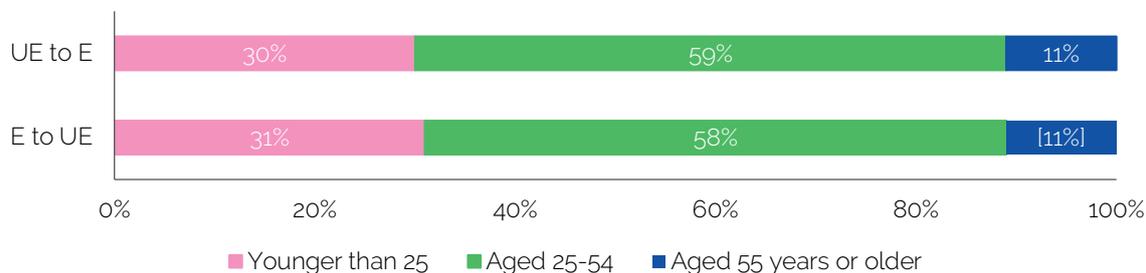


Source: SLMRU (SOLAS) analysis of CSO LFS data

## Broad Age Group

In 2022, the age distributions of exits from and entries to employment was broadly similar. The share of persons aged 25-54 years accounted for almost 60% of flows in each direction, while those younger than 25 years accounted for approximately 30% of flows in each direction.

Figure 7.5 Employment and Unemployment by Broad Age Group, 2022



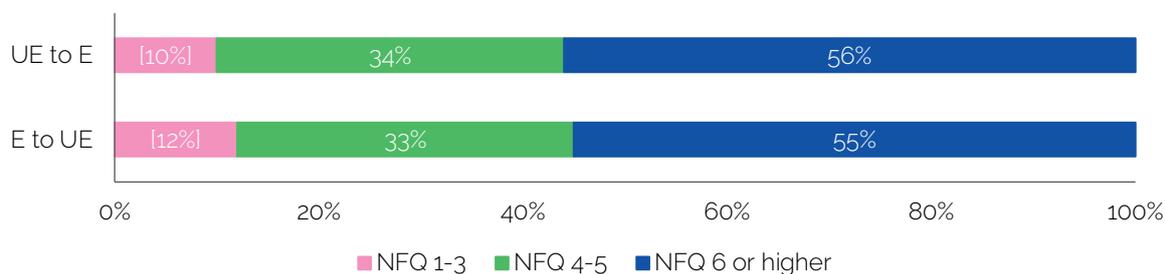
Source: SLMRU (SOLAS) analysis of CSO LFS data

The figure in square brackets for those aged 55 years or older in transitions from employment to unemployment is small and should be treated with caution.

## National Framework Qualification (NFQ) Level

In 2022, the distribution of exits from and entries to employment by NFQ level was very similar. At or close to 45% of transitions in each direction was associated with persons with NFQ 5 qualifications or less, while at or close to 55% of transitions in each direction was associated with persons with NFQ 6 or higher qualifications.

Figure 7.6 Employment and Unemployment by NFQ Level, 2022



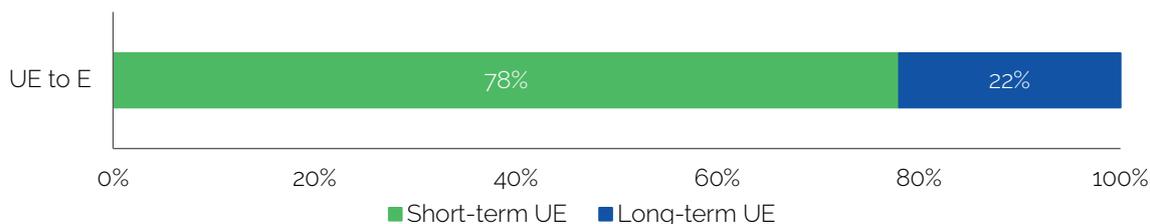
Source: SLMRU (SOLAS) analysis of CSO LFS data

Figures in square brackets are small and should be treated with caution. Total figures exclude those who did not state their NFQ level qualification.

## Duration of Unemployment

In 2022, 22% of transitions from unemployment to employment were from long-term unemployment, compared to 13% in 2021.

Figure 7.7 Unemployment to Employment, 2022



Source: SLMRU (SOLAS) analysis of CSO LFS data

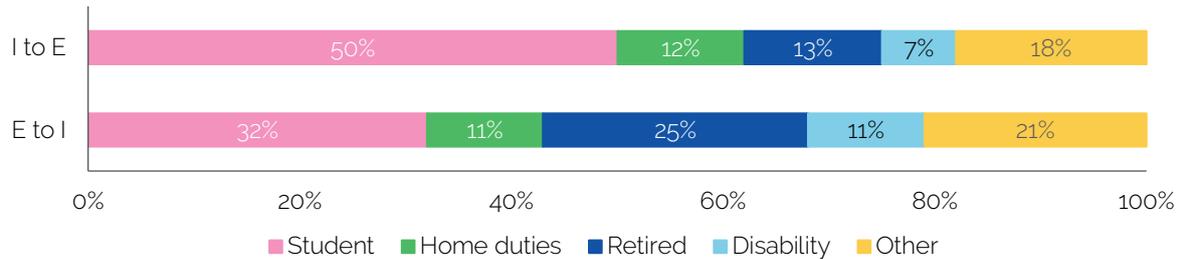
Total figures exclude figures for the not stated category as they were too small to report.

### 7.3 Transitions between Employment and Inactivity

The composition of transitions between employment and inactivity is examined in Section 7.3.

Of the total transitions from employment to inactivity, 32% was to study, 25% to retirements, 11% was accounted for by exits due to ill health, 11% was due to being engaged on home duties, while the remainder was for other reasons. Compared to 2021, the most notable change in the distribution of transitions from employment to inactivity was a seven-percentage point increase in the share exiting to retirement. In terms of transitions from inactivity to employment, half (50%) was from study, 13% from retirements, 12% from home duties, with the remainder (25%) from other forms of inactivity.

Figure 7.8 Employment and Inactivity by Principal Economic Status, 2022

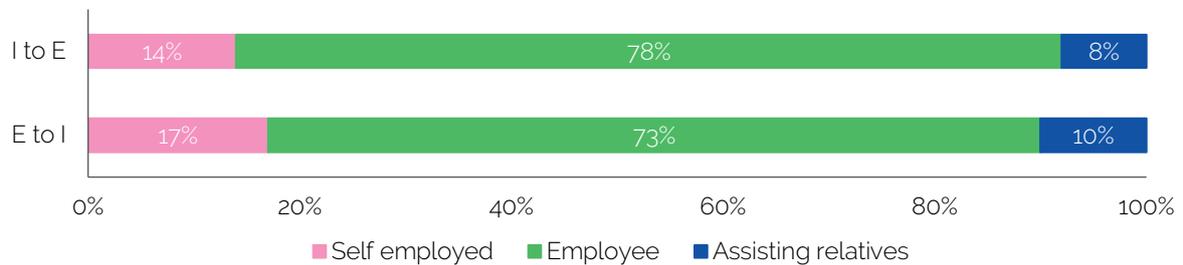


Source: SLMRU (SOLAS) analysis of CSO LFS data

#### Employment Status

As in 2021, in 2022, just over 70% (73%) of transitions from employment to inactivity were in the employee category (of which 2% was associated with Government employment schemes), while 78% of transitions from inactivity to employment was associated with employees.

Figure 7.9 Employment and Inactivity by Economic Status, 2022

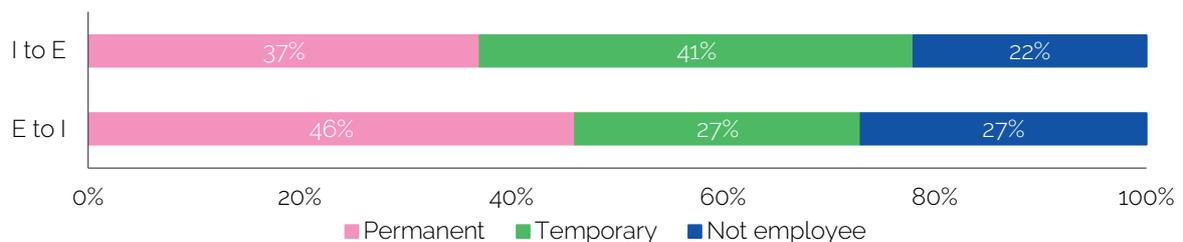


Source: SLMRU (SOLAS) analysis of CSO LFS data

#### Job Tenure

In 2022, 46% of transitions from employment to inactivity were from permanent employment, compared to 37% of transitions from inactivity into permanent employment; compared to 2021, the share of transitions from inactivity to permanent employment decreased by 4 percentage points, while the share from inactivity to temporary employment increased by six percentage points.

Figure 7.10 Employment and Inactivity by Job Tenure, 2022

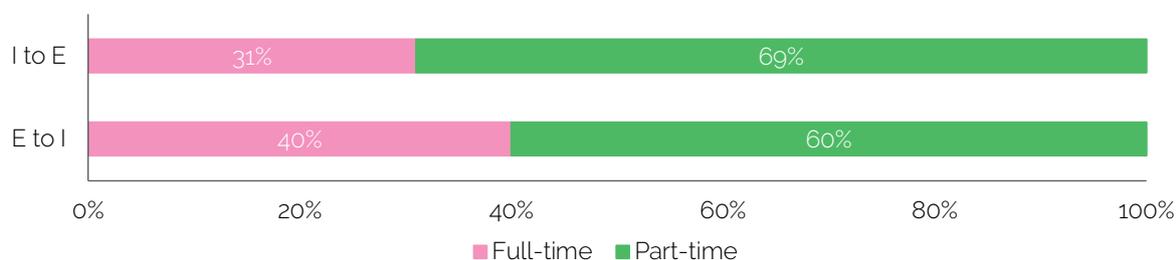


Source: SLMRU (SOLAS) analysis of CSO LFS data

## Full-Time and Part-Time

In 2022, at least 60% of transitions between employment and inactivity were associated with part-time employment, with the share more pronounced in transitions from inactivity to employment (almost 70% of transitions were into part-time employment). Compared to 2021, there was an increase in the share of transitions associated with part-time employment in respect of both distributions.

Figure 7.11 Employment and Inactivity by Full-Time and Part-Time, 2022

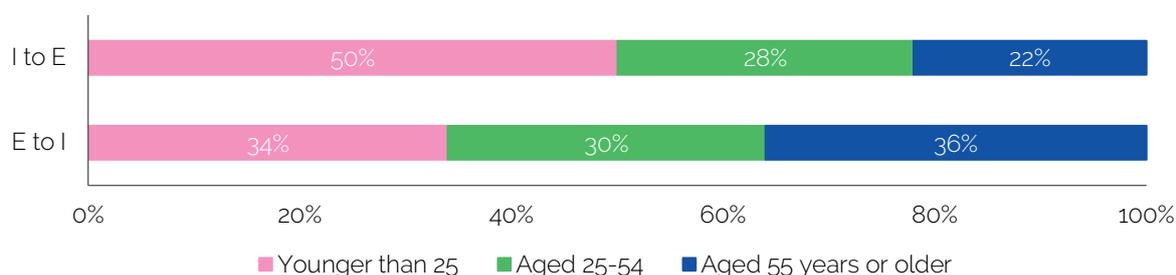


Source: SLMRU (SOLAS) analysis of CSO LFS data

## Broad Age Group

In 2022, the share of persons aged under 25 in transitions from inactivity to employment was greater than their share of exits from employment (50% compared to 34%); the share of persons aged 55 or older was greater for exits from employment compared to their share in entries to employment (36% compared to 22%).

Figure 7.12 Employment and Inactivity by Broad Age Group, 2022

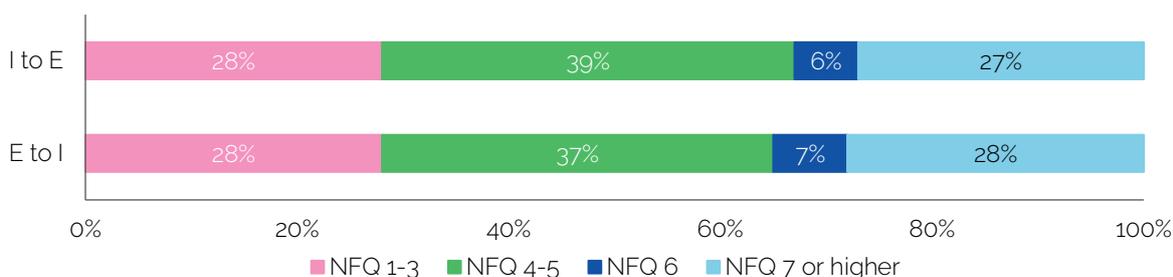


Source: SLMRU (SOLAS) analysis of CSO LFS data

## National Framework Qualification (NFQ) Level

Almost two thirds of transitions between employment and inactivity were associated with persons who had attained qualifications equivalent to NFQ level 5 or below; the share transitioning from employment to inactivity at NFQ level 6 and above was higher than the share transitioning from inactivity to employment at this education level (35% compared to 33%).

Figure 7.13 Employment and Inactivity by NFQ Level, 2022



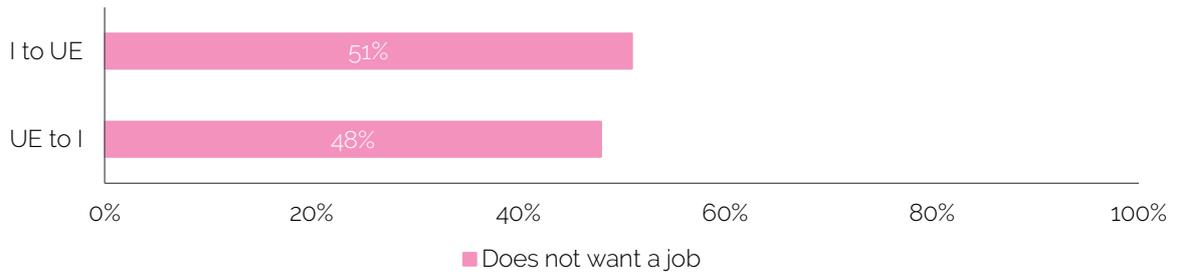
Source: SLMRU (SOLAS) analysis of CSO LFS data

## 7.4 Transitions between Unemployment and Inactivity

The composition of transitions between unemployment and inactivity is examined in Section 7.4.

Almost 50% (48%) of flows from unemployment to inactivity was associated with persons who did not want a job for various reasons. The share was higher in transitions from inactivity to unemployment, 51% of persons did not want a job. Other categories include discouraged workers, persons who want a job, but are not available and seeking work due to being in education or training, illness, looking after children, or for other reasons. The numbers in such categories are not reported as they are too small.

Figure 7.14 Unemployment and Inactivity, 2022

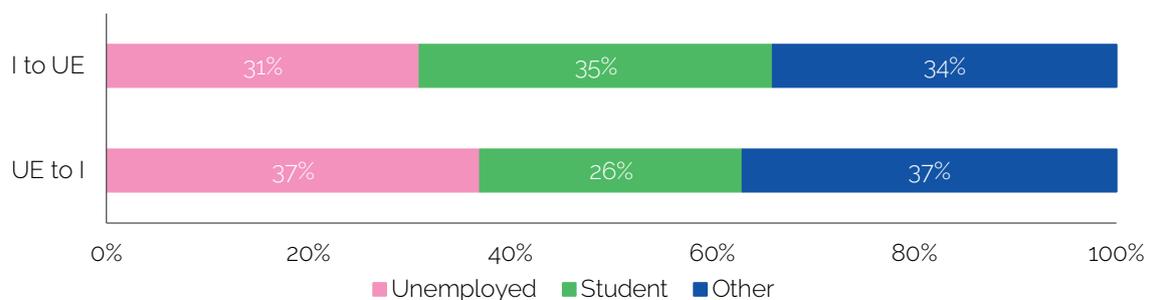


Source: SLMRU (SOLAS) analysis of CSO LFS data

## Economic Status

Transitions from unemployment to inactivity were distributed as follows: 37% of all persons moving from unemployment to inactivity continued to state their current principal economic status as unemployed (the share transitioning in the opposite direction was 31%); 26% of transitions from unemployment to inactivity were related to students, compared with 35% in the opposite direction (i.e. from inactivity to unemployment).

Figure 7.15 Unemployment and Inactivity by Principal Economic Status, 2022

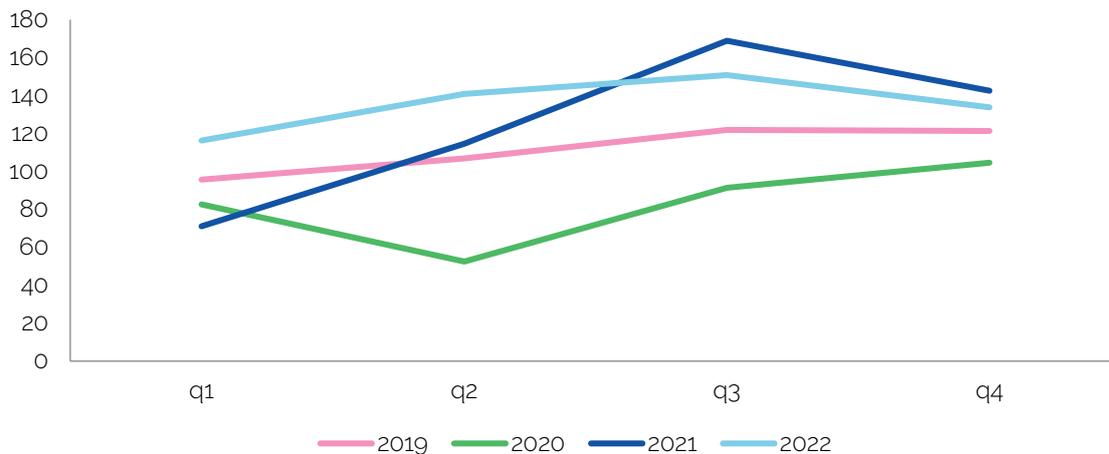


Source: SLMRU (SOLAS) analysis of CSO LFS data

## 7.5 Recent Job Hires

Recent job hires data refers to those who commenced employment in the previous three months. The impact of COVID-19 on hirings in 2020 and the subsequent recovery in 2021 is evident; following a sharp decline in 2020, for the most part, hirings in 2021 were above that of pre-COVID-19 levels (Figure 7.16). This recovery continued in 2022, albeit at a lower rate; however, the number of recent job hires in each quarter in 2022, exceeded that of 2019. Indeed, when the four quarters of 2022 are summed, there were over half a million recent job hires (542,000), an increase of 9% on 2021 and 22% on 2019.

Figure 7.16 Recent Job Hires in Ireland by Quarter (000s), 2019 - 2022



Source: Eurostat

### Key Findings:

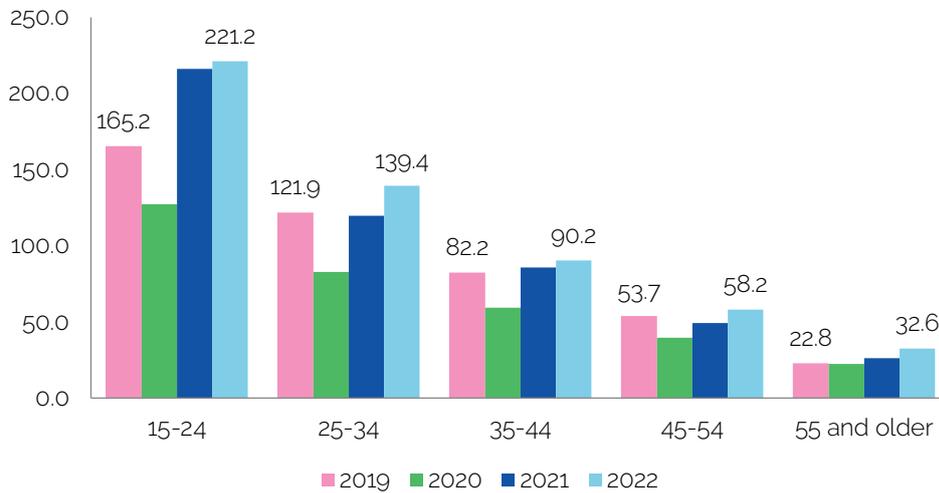
The detailed analysis of recent job hires that follows relates to a sum of the four quarters for each year examined. Summing the four quarters in any given year allows for a more detailed analysis than would be possible if examining just one quarter, although it should be noted that it is possible for an individual to appear multiple times in the year if they move jobs across the quarters.

Of those recently hired in 2022

- in terms of gender, recent hires were divided almost equally
- 63% were hired for full-time positions
- the most frequently occurring occupations in 2021 included
  - o elementary service occupations (e.g. catering assistants, waiters and bar staff), 12% of total
  - o sales assistants (11% of total)
  - o various administrative occupations (e.g. government admin, receptionists, book-keepers/payroll and other admin), at 6%
  - o ICT professionals (e.g. software developers), 4% of total
  - o Teaching and education professionals (e.g. primary school teachers), at 4%
  - o caring personal services (e.g. care workers, healthcare assistants), at 3%
  - o cleaning roles, at 3%
  - o business, research and administrative professionals (e.g. accountants), at 2%
  - o childcare roles, at 2%.

**Age:** Those aged 15-24 years continued to account for the highest number of recent job hires in 2022, at 221,200 (or a share of 41%); this was the age group that experienced the largest rebound since the decline in 2020 as a result of the COVID-19 restrictions. Between 2021 and 2022, the largest absolute increase in hires was for those aged 25-34 years, increasing by 20,000. The largest relative increase over the same period was for those aged 55 years and older, at 23%.

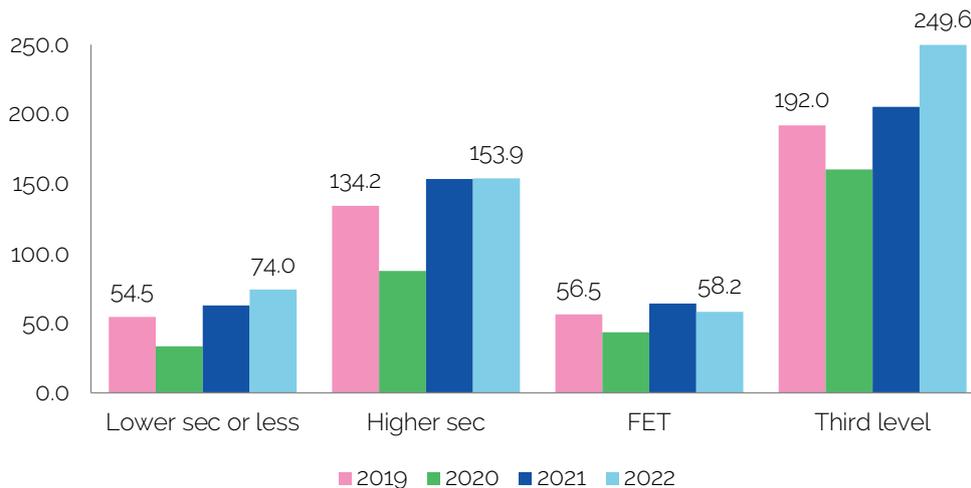
Figure 7.17 Recent Job Hires by Age (000s), 2019 – 2022



Source: SLMRU (SOLAS) analysis of CSO LFS data

**Education level:** Recent job hires were most frequent for those with third level qualifications, with almost 250,000 recent job hires in 2022. This group also accounted for the largest increase in the number of hires both since pre-COVID-19 and between 2021 and 2022, increasing by 58,000 and 44,000 hires respectively.

Figure 7.18 Recent Job Hires by Education (000s), 2019 - 2022\*

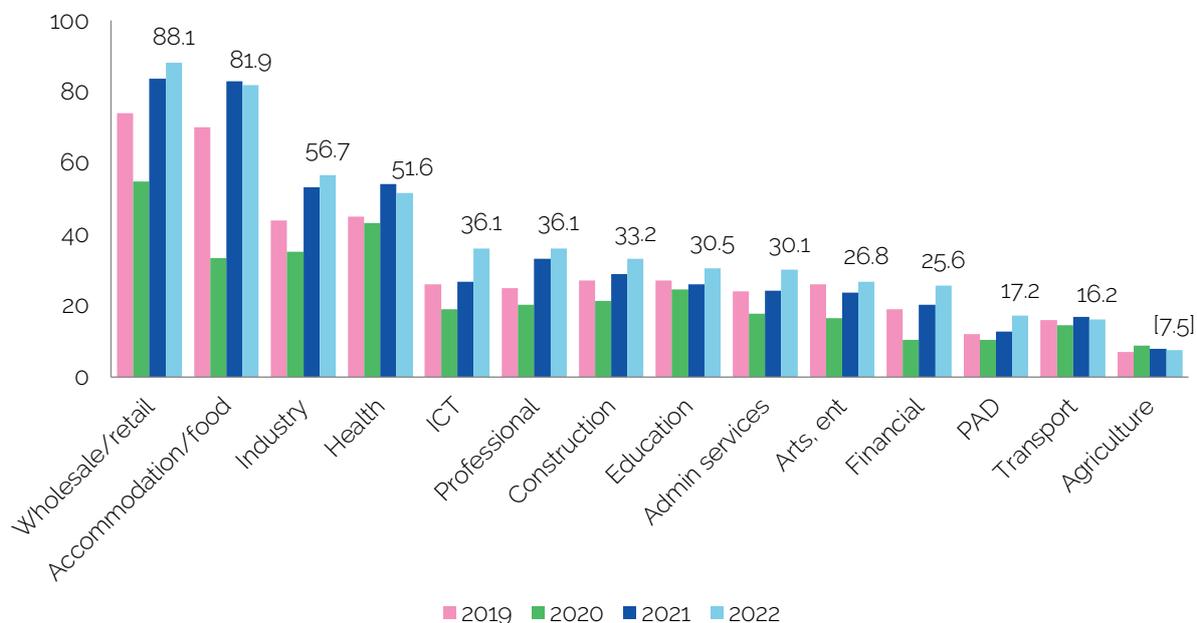


Source: SLMRU (SOLAS) analysis of CSO LFS data

\*Excludes not stated.

**Sector:** Despite considerable declines in 2020, the number of recent job hires has seen a significant rebound in the wholesale & retail and accommodation & food sectors in 2022, each exceeding a combined total of over 80,000 hires over the four quarters of 2022. Job churn is likely to be a significant factor for these sectors, with the number of hires far exceeding any employment growth. The industry, ICT and professional services sectors also saw growth of over 10,000 hires in the period between 2019 and 2022.

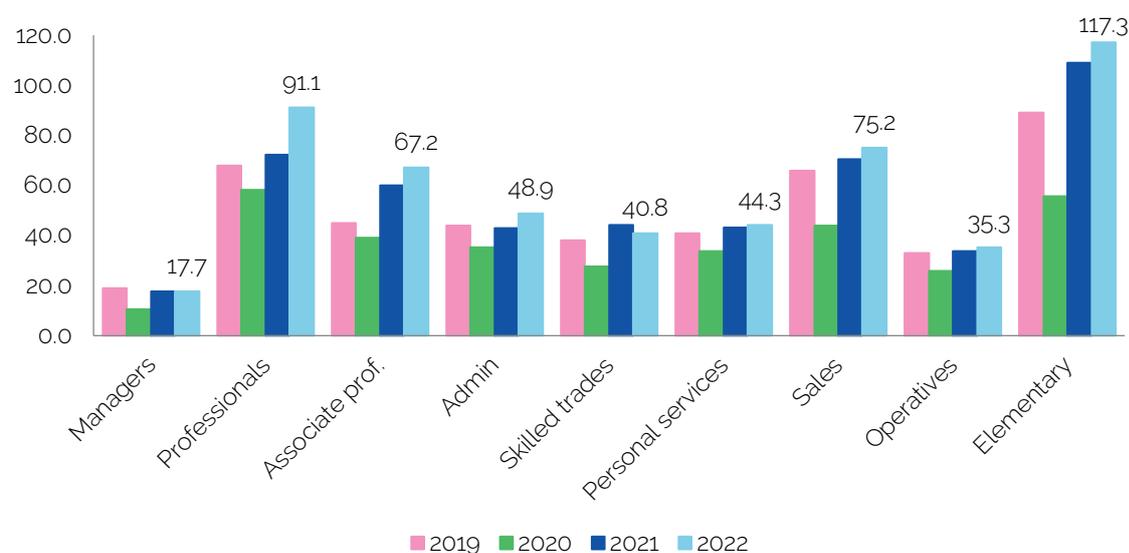
Figure 7.19 Recent Job Hires by Sector (000s), 2019 - 2022



Source: SLMRU (SOLAS) analysis of CSO LFS data

**Occupation:** Recent job hires in 2022 exceeded pre-COVID-19 levels in all occupations, excluding managers which saw a small decline. The increase was particularly notable for professional, associate professional and elementary occupations, each with at least 20,000 additional job hires when compared to 2019. Recent job hires were highest for elementary occupations in 2022, at 117,300.

Figure 7.20 Recent Job Hires by Occupation (000s), 2019 - 2022



Source: SLMRU (SOLAS) analysis of CSO LFS data

### Managers (18,000 recent job hires in 2022):

- accounted for a 3% share of total recent job hires in 2022
- 73% of new hires held a third level qualification
- at 90%, this occupational group had the highest share of new hires for full-time roles
- 58% of recent hires were male
- the number of recent job hires in 2022 fell marginally (by 1%), with numbers still below the 2019 level.

### Professionals (91,000 recent job hires in 2022):

- at 17%, this occupational group accounted for the second highest share of recent hires in 2022
- professionals had the highest share of new hires that held a third level qualification, at 89%
- 83% of recent hires were for full-time positions
- less than half of hires (46%) were female
- 58% were aged between 25 and 44 years, compared to 42% for all recent hires
- in terms of sectors, the education, health, ICT, and professional activities sectors combined accounted for almost three quarters of new hires for this occupation
- in 2022, new hires were particularly strong for ICT roles (e.g. software developers), teaching (e.g. primary teachers), and business roles (e.g. accountants)
- the number of recent job hires for professionals grew strongly in 2022, increasing by 19,000 (or 26%) since 2021, with the number of hires far exceeding levels in 2019.

### Associate professionals (67,000 recent job hires in 2022):

- associate professionals accounted for 12% of total recent hires in 2022
- almost three quarters (74%) held a third level qualification
- 85% of new hires were for full-time roles
- males accounted for the highest share of recent job hires at 53%
- over a quarter were aged 15-24 years (28%) with a further 58% aged between 25 and 44 years
- in terms of sectors, the ICT sector accounted for 18% of new hires, with professional/financial activities and industry combined accounting for a further 43%
- in 2022, sales and marketing along with business and financial roles accounted for the largest number of hires
- the number of recent job hires for associate professionals in 2022 was 49% higher than in 2019, the largest relative growth across all occupations; between 2021 and 2022, new hires grew by 12%.

### Administrative (49,000 recent job hires in 2022):

- 9% of total recent hires were for administrative roles in 2022
- over a half (53%) held a third level qualification
- over two thirds (69%) of hires were for full-time roles
- with females accounting for 76% of recent hires, this occupation had the second highest share of female hires
- almost a third (32%) were aged 15-24 years, with those aged 25-34 accounting for a further quarter of job hires
- the public administration and defence sector accounted for 22% of hires, with the financial and professional activities sectors combined accounting for a further 26%
- the 'other administrative occupations' category accounted for the highest number of hires, followed by government admin, receptionists and financial admin roles
- the number of recent job hires for administrative occupations in 2022 was 11% higher than in 2019, and 14% higher when compared with 2021.

### Skilled trades (41,000 recent job hires in 2022):

- skilled trades occupations accounted for 8% of recent job hires in 2022
- over half (54%) had attained higher secondary education or a FET qualification; a further 29% held a third level qualification
- 80% of recent hires were for full-time roles
- 85% of all hires were male, the highest share of males across all occupations
- almost a half were aged 25-44 years (47%) with a further 28% aged 15-24 years

- the construction sector accounted for 35% of recent hires, with industry and the accommodation and food sector combined accounting for a further third
- the number of recent job hires for skilled trades fell between 2021 and 2022 (by 8%) although the number of hires remained above 2019 levels.

### Personal services (44,000 recent job hires in 2022):

- personal services accounted for 8% of recent job hires in 2022
- 53% had attained a higher secondary/FET education, while a further third held a third level qualification
- new hires were more likely to be in part-time roles, with a share of 56%
- 79% were female, the highest share of females across all occupations
- a third were aged 15-24 years, with a further 43% aged 25-44 years
- the health sector accounted for over half of recent job hires, with arts, entertainment and other services (e.g. hairdressers) and the education sector combined accounting for a further third
- care workers and childminders accounted for the largest number of hires at detailed occupational level
- the number of recent job hires for personal services occupations in 2022 was 8% higher than in 2019.

### Sales and customer services (75,000 recent job hires in 2022):

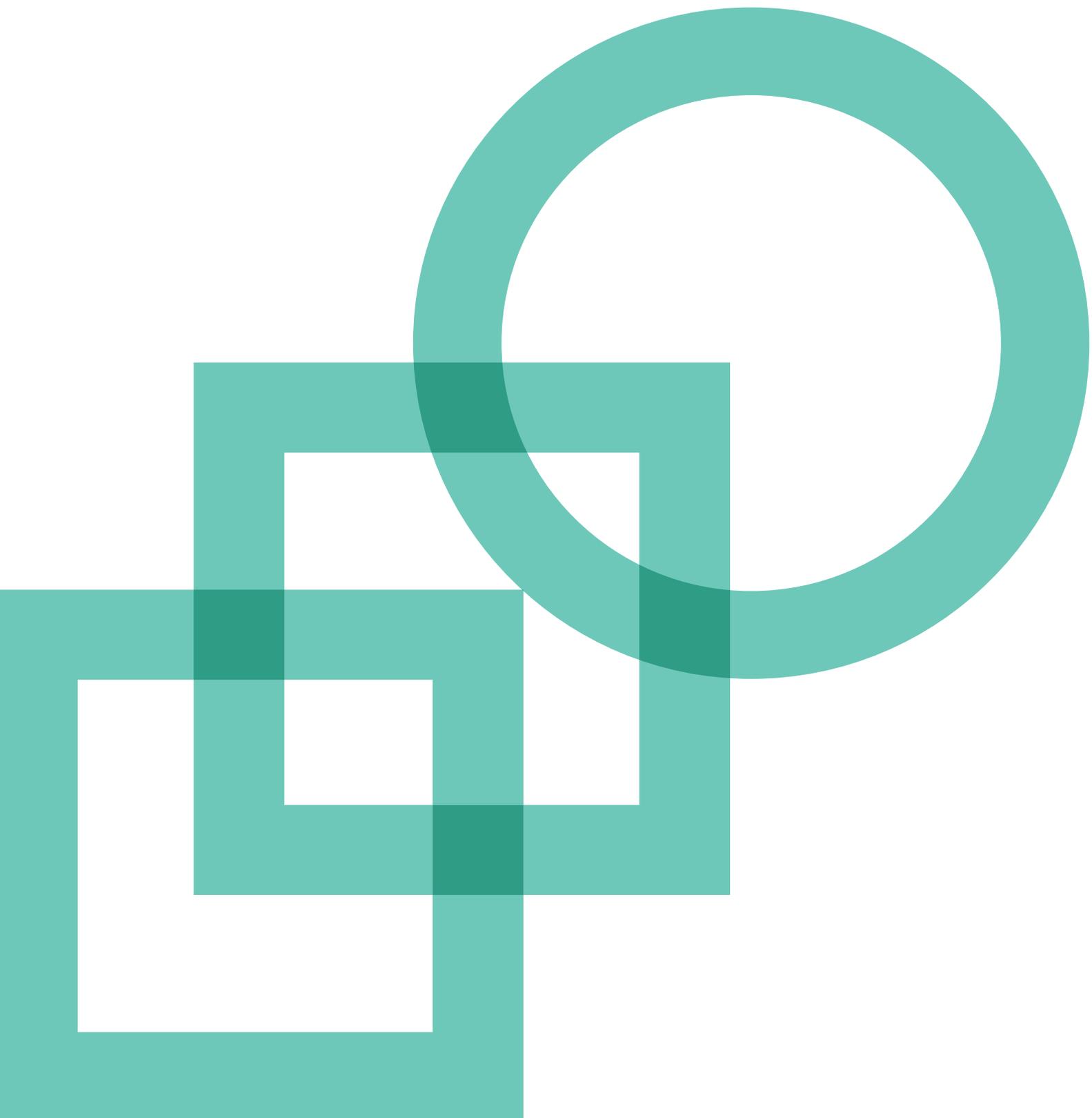
- this occupational group accounted for 14% of recent hires in 2022
- 45% of those hired in these occupations held a higher secondary education; 16% held at most a lower secondary education and a further 29% held a third level qualification
- 63% of hires were for part-time roles, the second highest share of part-time hires across all occupational groups
- two thirds of new hires were female
- this group had the second youngest age profile after elementary occupations, with almost two thirds aged under 25 years, compared to 41% for total recent hires
- over four fifths of recent hires were for roles in the wholesale and retail sector
- new hires for retail sales assistants, at 52,000, accounted for 10% of all recent hires in 2022
- the number of recent job hires in 2022 for sales occupations grew by 32% when compared to 2019, with an 8% increase since 2021.

### Operatives (35,000 recent job hires in 2022):

- this occupational group accounted for 6% of recent job hires in 2022
- 39% of those recently hired held a higher secondary education; a further quarter held third level qualifications
- 87% of recent hires were for full-time roles
- 80% were male, the second highest share of males after skilled trades occupations
- 60% of recent hires were for those aged under 35 years of age
- almost 60% of recent job hires for this occupation were in industry
- the number of recent job hires for operative roles in 2022 was 7% higher than in 2019; the number of hires grew by 4% since 2021.

### Elementary (117,000 recent job hires in 2022):

- elementary occupations accounted for 22% of recent job hires in 2022
- 40% held a higher secondary while a further 32% had attained lower secondary education or less; this occupational group had the lowest share of new hires who held third level qualifications (at 17%)
- this occupation had the highest share of new hires that were for part-time roles
- 56% of hires were male
- new hires in these occupations had the youngest age profile with 67% aged 15-24 years; a further 25% were aged 25-44 years
- the accommodation and food services sector accounted for by far the highest share of recent hires, at 54%; administrative services, construction and wholesale and retail sectors combined accounted for a further 28%
- the most frequently cited occupations were for services roles (e.g. waiters, bar staff, kitchen assistants), cleaners and construction labourers
- the number of recent job hires for elementary occupations rose by 32% when compared to 2019 with an increase of over 28,000 new hires; between 2021 and 2022, the number of new hires grew by 8%.



# Section 8

## Employment Permits

### 8.1 Introduction

Employment permits are processed by the Department of Enterprise, Trade and Employment (DETE). Most non-EEA nationals must have an employment permit to work in Ireland (unless an exemption applies). In this section we provide an overview of the extent to which employers source labour from outside the EU through an analysis of employment permit data, in order to assess where employers are having difficulty in sourcing suitably qualified candidates from the Irish and EU labour market.

Employment permits are granted for roles that cannot be filled from the available labour pool in Ireland and the rest of the EEA.

The Employment Permit Act in 2014 introduced nine classes of employment permits. The three most common employment permits issued in Ireland include:

- **Critical skills:** designed to attract highly skilled people into the labour market and take up residence in the State
- **General:** designed to attract non-EEA nationals for occupations which are experiencing a labour or skills shortage in roles that pay at least €30,000\* per year
- **Intra-company transfer:** designed to facilitate the transfer of key personnel, senior management and trainees who are non-EEA nationals from an overseas branch of a multinational corporation to its Irish branch. The annual salary for senior management and key personnel applicants must be at least €40,000, personnel undergoing training programmes must have a minimum salary of €30,000.

*\* some exceptions apply*

The details of the other six permit types are available on the DETE website<sup>28</sup>.

Approximately 37,000 new employment permits were issued in 2022, more than double the total of almost 14,000 issued in 2021. This increase occurred as the country began its recovery from the pandemic disruption of intra-EU mobility and migration flows by workers. This recovery pushed unemployment figures down and firms looked to foreign workers to fill certain skills and labour shortages. This number, however, was also impacted by the clearance of a backlog of applications accumulated due to COVID-19 disruptions. In July 2022, plans were announced to introduce legislation to modernise the permit system. This reform included a revised approval criteria to speed up the processing of applications.

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<sup>28</sup> <https://enterprise.gov.ie/en/What-We-Do/Workplace-and-Skills/Employment-Permits/Permit-Types/>

## 8.2 Overall Trends

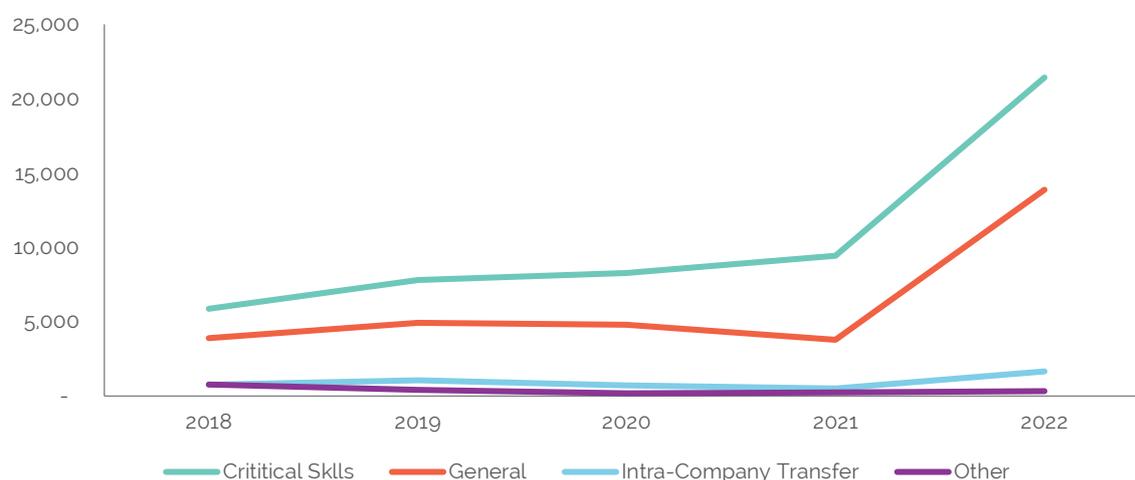
Key findings for new employment permits issued in 2022 include:

- Between 2018 and 2022, the most notable growth for new permits issued occurred for two permit types; critical skills permits, accounting for 60% of the growth, and general skills permits, accounting for 38% of the growth (Figure 8.1). Much of this growth occurred between 2021 and 2022 (Figure 8.2).
- Over half (61%) of new permits issued in 2022 were held by persons from India, Brazil, the Philippines and Pakistan (Figure 8.4).
- Over half (54%) of all new permits issued in 2022 were for positions in Dublin (Figure 8.5).
- Over three quarters (77%) of new permits issued in 2022 were for persons with third level education (Figure 8.6).
- In 2022, the ICT and health sectors combined accounted for more than half (53%) of new permits issued (Figure 8.7). Between 2021 and 2022 the ICT sector grew by 140% and the health sector by 86% respectively.
- Professional occupations accounted for almost two thirds (63%) of total new permits issued in 2022 (Figure 8.9).

### Employment permits by permit type

Between 2018 and 2022, there was significant growth in the number of new permits issued, with much of the growth occurring between 2021 and 2022. The most notable growth for new permits issued since 2018 occurred for two permit types; critical skills permits, accounting for 60% of the growth, and general employment permits, accounting for 38% of the growth (Figure 8.1). The slight decline in the number of general employment permits issued between 2020 and 2021 most likely relates to both the impacts of COVID-19 and the filling of quotas for certain operative and elementary occupations which have since been renewed.

Figure 8.1 New Employment Permits Issued by Type, 2018-2022



Source: DETE

Critical skills permits accounted for over half (57%) of all new permits issued in 2022, while general permits accounted for 37% and intra-company transfers for 4% of all new permits issued in the same period (Figure 8.2). Between 2021 and 2022, the number of new critical skills permits issued increased by almost 12,000, while the number of general employment permits issued increased by over 10,000.

Figure 8.2 New Employment Permits by Type, 2021-2022

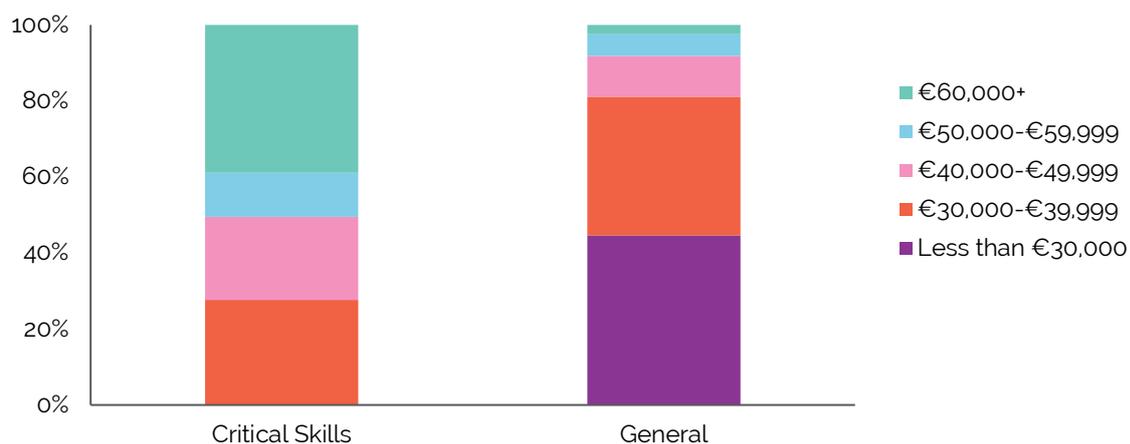


Source: DETE

### Employment Permits by salary level

Of the new critical skills permits issued in 2022, 28% were for salaries of €30,000-€39,999 with a further 39% for salaries of €60,000 or above (Figure 8.3). Of the new general permits issued, 45% were for salaries of less than €30,000<sup>29</sup>, with a further 36% for salaries of €30,000-€39,999. From the 1<sup>st</sup> of January 2020, as advised by the Department of Enterprise Trade and Employment, the salary on the critical skills occupations list increased from €30,000 to €32,000 per annum and from €60,000 to €64,000 for all other occupations that are not on the Critical Skills list but are eligible for an employment permit.

Figure 8.3 New Employment Permits Type by Salary, 2022



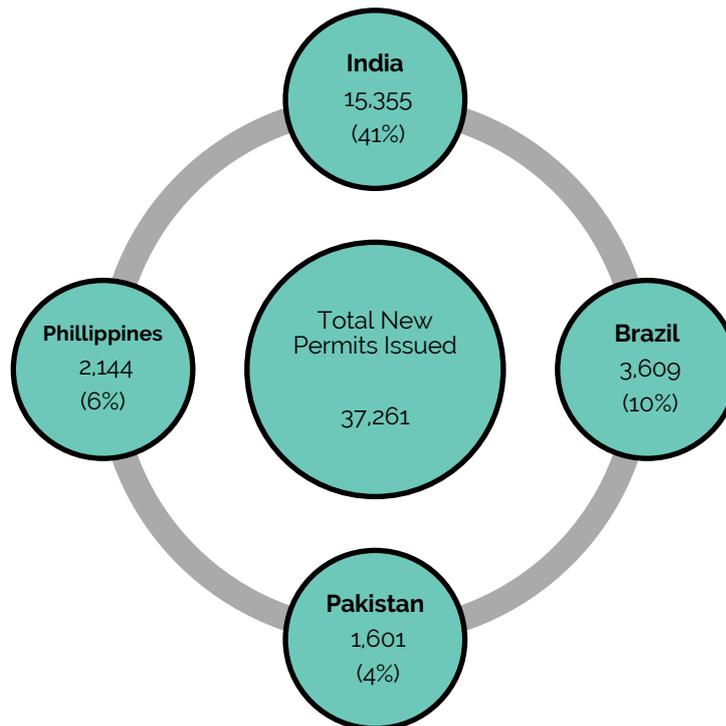
Source: DETE

<sup>29</sup> While €30,000 is the stated minimum annual remuneration for general permits, exceptions apply as detailed at: <https://enterprise.gov.ie/en/what-we-do/workplace-and-skills/employment-permits/>

## Employment permits by nationality

In 2022, over half (61%) of total new permits issued were held by persons from India, Brazil, the Philippines and Pakistan collectively (Figure 8.4). Over two thirds (67%) of new permits issued to Indian nationals were employed in the ICT and health sector combined. Over one third (39%) of new permits issued to persons from Brazil were employed in the agriculture sector. Over half (58%) of new permits issued to persons from the Philippines were employed in the health and financial sector combined while over half (52%) of new permits issued to Pakistan nationals were employed in the health sector.

Figure 8.4 New Employment Permits by Nationality, 2022

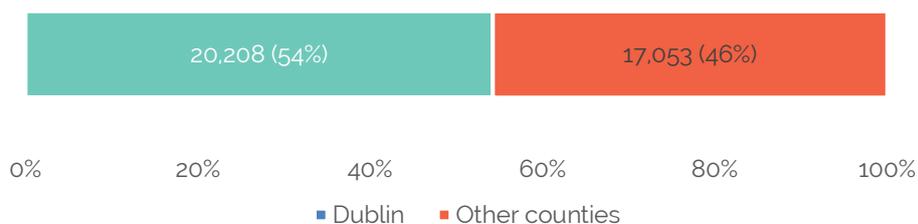


Source: DETE

## Employment permits by region

Over half (54%) of all new permits issued in 2022 were for positions in Dublin (Figure 8.5). The majority of which were for vacancies in the ICT sector (41%), the health sector (17%) and the financial sector (16%).

Figure 8.5 New Employment Permits by Region, 2022

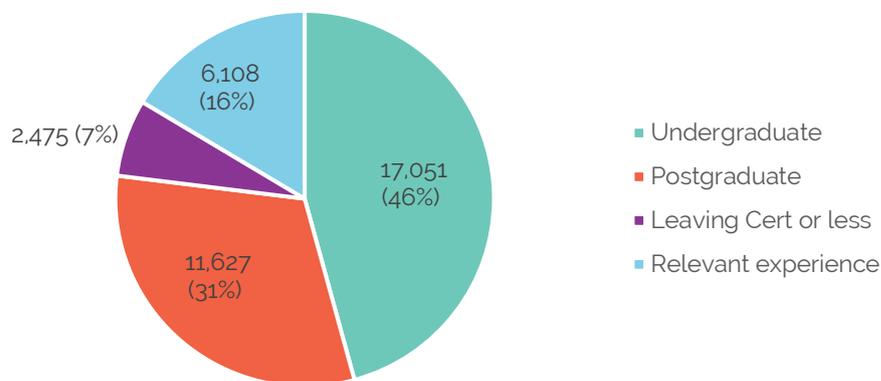


Source: DETE

## Employment permits by qualification

Over three quarters (77%) of new permits issued in 2022 were for persons with third level qualifications (Figure 8.6), of which 72% were critical skills permits.

Figure 8.6 New Employment Permits by Qualifications, 2022



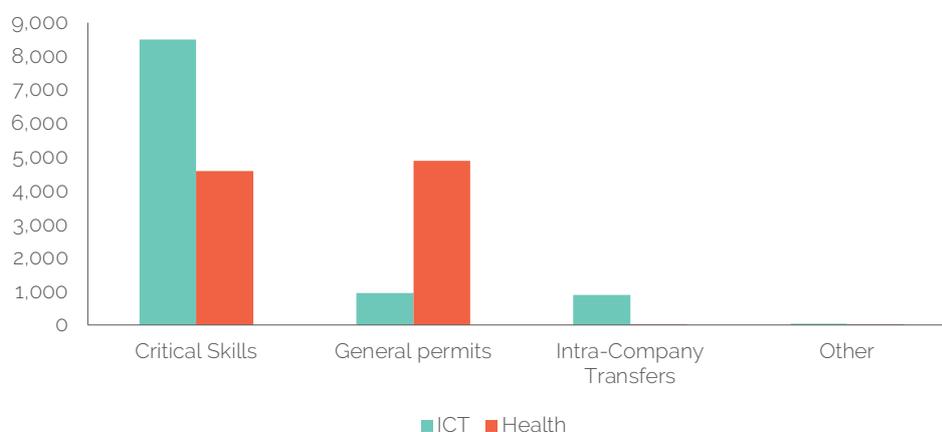
Source: DETE

## 8.3 Employment Permits by Sector

In 2022, the number of new employment permits issued increased across all sectors when compared with 2021. The ICT and health sectors accounted for approximately 45% of the total increase, with 6,000 and 4,400 additional new permits respectively.

Over three quarters (82%) of the total new permits issued for the ICT sector in 2022 were critical skills permits. Over half (51%) of the total of new permits issued for the health sector for the same period were general employment permits and a further 48% were critical skills permits (Figure 8.7).

Figure 8.7 New Employment Permits by Permit Type, Health and ICT sectors, 2022



Source: DETE

## ICT Sector

- **Overall:** new employment permits issued for those in the ICT sector accounted for 28% of total new permits issued in 2022.
- **Salary:** over half (53%) of permits issued for this sector were for employment with a salary of €60,000 plus.
- **Nationality:** persons from India accounted for over half (51%) of all new permits issued for this sector.
- **Region:** over three quarters (80%) of all new permits issued for the ICT sector were for positions in Dublin with the remainder spread across all other counties.

## Health Sector

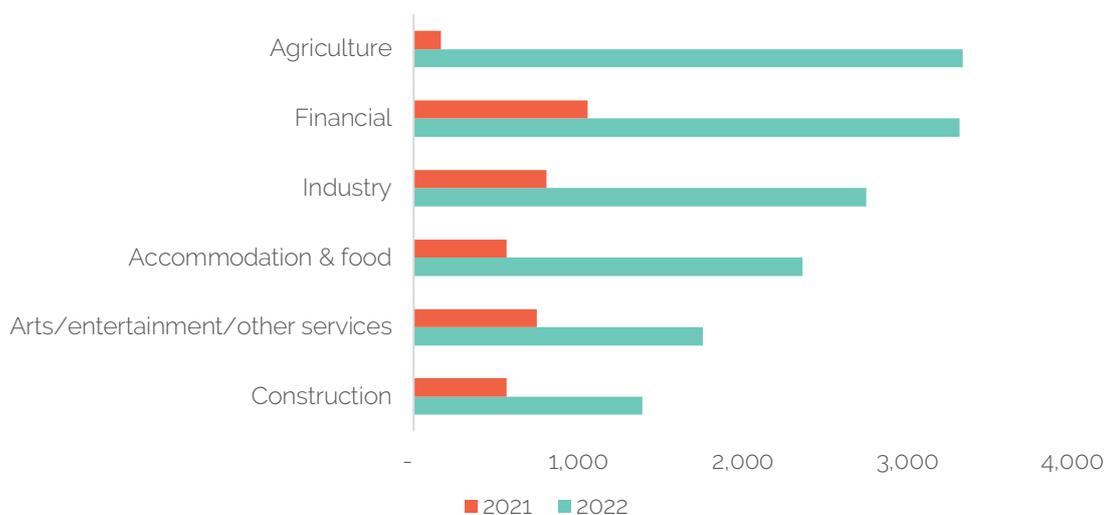
- **Overall:** new employment permits issued for those in the health sector accounted for 25% of total new permits issued in 2022.
- **Salary:** of those new permits issued for this sector, over half (59%) were for roles which offered a salary of less than €40,000.
- **Nationality:** persons from India accounted for over half (53%) of all new permits issued for this sector.
- **Region:** over a third (37%) of all new permits issued for the health sector were for positions in Dublin with the remainder spread across all other counties.

## Remaining Sectors

Difficulties in filling vacancies remain for certain sectors nationally post-COVID; permits continued to be processed for critical skill permits such as healthcare professionals (the occupations of pharmacist, cardiac physiologist, medical scientist, occupational therapist, physiotherapist, podiatrist/chiroprapist, psychologist and speech and language therapist were added to the critical skills occupations list in June 2022). In support of the health sector demands, a quota of 1,000 general employment permits for care workers and home carers was introduced in December 2022.

Figure 8.8 illustrates a breakdown of new employment permits issued for the key remaining sectors; combined with the ICT and health sectors, they accounted for 93% of all new permits issued in 2022. The number of employment permits issued grew in all the selected sectors between 2021 and 2022. The increase in new permits issued for agricultural roles primarily relates to the re-introduction of quotas in 2021 for horticulture operatives and dairy farm assistants; an additional 500 permits were announced for dairy farm assistants in December 2022.

Figure 8.8 New Employment Permits for Selected Sectors\*, 2021-2022



Source: DETE

\*In 2022, these 6 selected sectors account for 40% of all new permits issued.

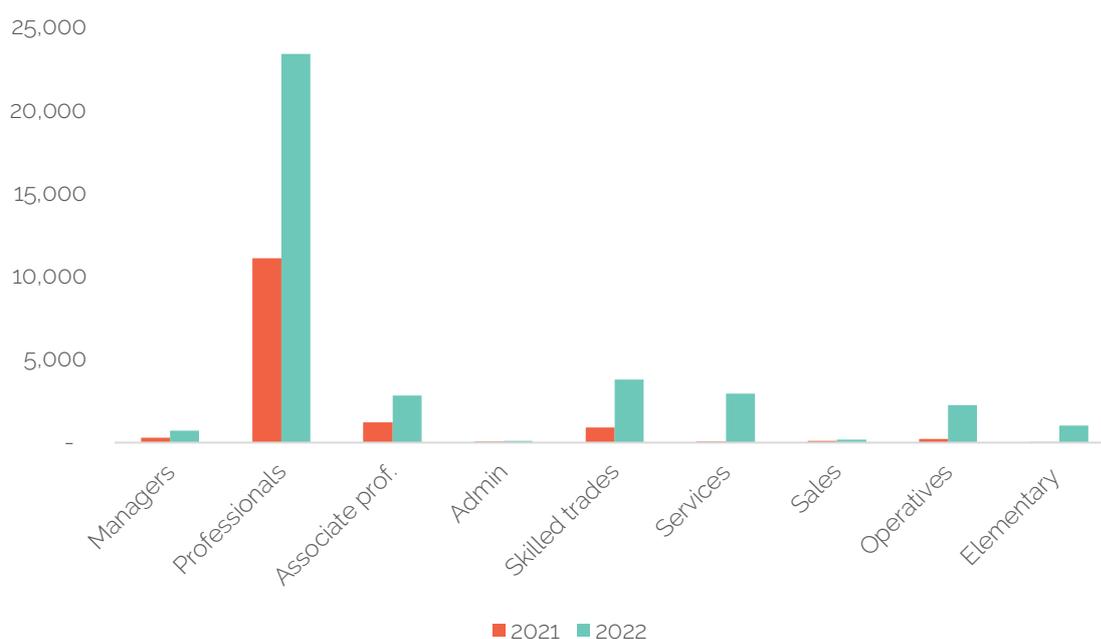
## 8.4 Employment Permits by Occupation

Professional occupations accounted for the majority (80%) of new permits issued in 2021 and for almost two thirds (63%) of new permits issued in 2022 (Figure 8.9). They also accounted for over half (53%) of the growth in the number of new permits issued over the period 2021-2022. Skilled trades and services occupations accounted for 12% of the growth equally, operatives for 9% of the growth, associate professional occupations for 7% of the growth and elementary occupations for 4% of the growth over the same period.

Within the service occupations between 2021 and 2022, the majority of new permits were issued for healthcare assistants. Due to the increased demand for these occupations, 1,000 general employment permits for the role of care workers and home carers were introduced in December 2022.

New permits for operative occupations, which were predominantly general employment permits, decreased significantly between 2020 and 2021, possibly due to quotas for these permits being filled by the end of 2020. The negative impacted of COVID-19 on certain sectors may also have affected the number of permits issued during this period. In support of post-COVID growth and sector demands, the food industry saw 1,500 new permits issued for meat processing operatives in October 2021, this quota was further increased by 425 in June 2022. The transport and logistics sector saw the quota removed for HGV driver permits in October 2021 while 1,500 new permits for bus and coach drivers were added in December 2022.

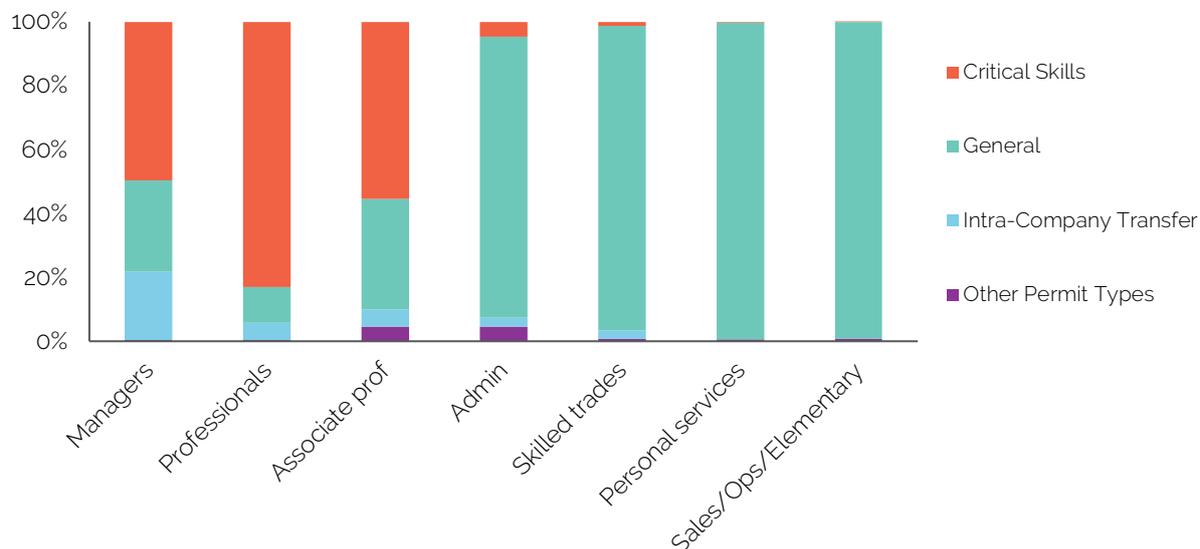
Figure 8.9 New Employment Permits by Broad Occupation, 2021-2022



Source: DETE

The type of employment permit issued varied across occupational group in 2022 (Figure 8.10). Half (50%) of new permits issued for managers and over three quarters (83%) of new permits issued for professionals in 2022 were critical skills permits while the majority of new permits issued for administrative, skilled trades, personal services, sales, operatives and elementary occupations were general permits.

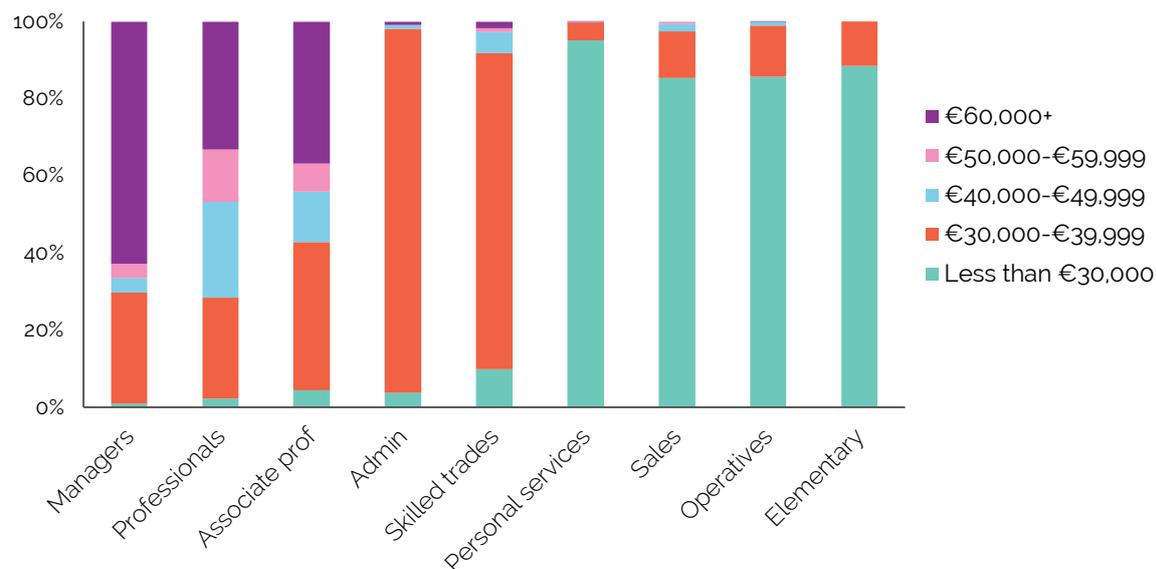
Figure 8.10 New Employment Permits by Occupation and Permit Type, 2022



Source: DETE

Of those new permits issued for managers, almost two thirds (63%) were for roles which offered a salary of €60,000 or above; 47% of new permits issued for professionals were for a salary of €50,000 or above (Figure 8.11). The majority of new permits issued in personal services, sales, operatives and elementary trades had a salary of less than €30,000. Most new permits issued for administrative and skilled trades were for a salary of less than €40,000.

Figure 8.11 New Employment Permits by Occupation and Salary, 2022



Source: DETE

## Managers

- **Overall:** new employment permits for managerial positions accounted for 2% of all permits issued in 2022
- **Type:** critical skills accounted for (50%) of the new permits issued for this occupation, with a further 28% for general permits and 21% for intra-company transfers
- **Salary:** 66% of new permits issued had a salary of €50,000 or more, this occupation has the largest share of permits offering salaries at this level
- **Sector:** employment permits were primarily issued for positions in IT (23%), industry (17%) and the financial services and agriculture sectors (each with a 13% share)
- **Nationality:** a fifth (20%) of all permits issued for managers were for those originating from India with a further 19% of permits issued for those originating from the USA
- **Region:** over half (61%) of all new permits issued for managers were for positions in Dublin
- **Occupations:** new employment permits were most frequently issued for
  - vice presidents/CEOs, directors and managers in financial services and IT but also procurement/supply chain, construction, HR and sales
  - Farm managers, hospitality managers.

## Professionals

- **Overall:** new employment permits for professionals accounted for almost two thirds (63%) of total permits issued in 2022
- **Type:** critical skills accounted for the majority (83%) of the new permits issued for this occupation, with a further 11% for general permits and 5% for intra-company transfers
- **Salary:** over half (51%) of new permits issued were for a salary of between €30,000 and €49,999 with a further 47% with a salary of €50,000 or more
- **Sector:** new permits were mainly issued for positions in the IT (36%), health (28%), and financial services sectors (13%)
- **Nationality:** over half (51%) of all new permits for professionals were issued to persons from India while (14%) of all new permits issued were to persons from Pakistan, the Philippines and Brazil collectively
- **Region:** almost two thirds (63%) of all new permits issued for professionals were for positions in Dublin
- **Occupations:** new employment permits were most frequently issued for
  - IT: software engineers/developers, IT business analysts/project managers, analysts/engineers (cloud, security, systems, network, test), architects (software, systems, technical, solutions), data analysts/scientists, consultants (in cyber security, SAP, CRM), web design, UX designers
  - health: the majority of permits were issued for nurses (primarily staff nurses), registrars and senior house officers (general and emergency medicine). There were further permits issued for medical specialists such as paediatrics, anaesthesiology, orthopaedics, obstetrics & gynaecology and radiographers/sonographers
  - financial: analysts (business, data, financial, risk, tax), accountants (in auditing)
  - industry: engineers (e.g. process, design, mechanical, electrical, automation, validation, electronics), quality assurance/quality control and regulatory professionals, scientists (including analytical chemists), business analysts
  - construction: civil/site engineers and other engineers (architectural, design and mechanical), project managers, quantity surveyors.

## Associate Professionals & Technical

- **Overall:** new employment permits for associate professionals accounted for 8% of total permits issued in 2022
- **Type:** critical skills accounted for over half (55%) and general employment permits for 34% of new permits issued
- **Salary:** 43% of new permits issued had a salary of less than €40,000 and a further 44% with a salary of €50,000 or more
- **Sector:** over half (51%) of new permits issued were for positions in the ICT sector, with a further 15% in the arts, entertainment and other services sector and 9% for positions in financial services
- **Nationality:** persons from India, Brazil and the USA accounted for 47% of all new permits issued for this occupational group
- **Region:** the majority (82%) of all new permits issued for associate professionals were for positions in Dublin
- **Occupations:** new employment permits were most frequently issued for
  - sales & marketing: primarily account manager/strategists (with languages) but also marketing specialists, business development and sales executives.
  - other: technical support, financial analysts, recruitment consultants, procurement analysts, financial accounting technicians, sports professionals, film/TV/animation roles (e.g. actors, directors, production designers, visual effects supervisors), quality analysts, various technician roles.

## Administrative and Secretarial

- **Overall:** with 109 permits, administrative positions accounted for less than 1% of total new permits issued in 2022
- **Type:** new permits issued for this occupational group were primarily general permits (88%)
- **Salary:** the majority (98%) of new permits issued had a salary of less than €40,000
- **Region:** the majority (88%) of all new permits issued were for positions in Dublin and Cork
- **Occupations:** new employment permits were most frequently issued for administrative roles in transport and distribution.

## Skilled Trades

- **Overall:** new employment permits issued for those in skilled trades accounted for 10% of total new permits issued in 2022
- **Type:** the majority (95%) of new permits issued were general employment permits
- **Salary:** most permits issued (92%) had a salary of less than €40,000
- **Sector:** over half (56%) of all new permits issued were for positions in the accommodation and food services sector, with a further 15% in the construction sector and 9% in the agriculture sector
- **Nationality:** persons from Brazil, India and the Philippines accounted for almost half (48%) of all new permits issued for this occupational group
- **Region:** over a third (34%) of all new permits issued for skilled trades were for positions in Dublin with the remainder spread across all counties
- **Occupations:** new permits were most frequently issued for
  - chefs (primarily Chef de Partie)
  - butchers, meat deboners
  - welders/fabricators, pipe fitters, CNC programmers/operators
  - carpenters (primarily shuttering), plasterers (including drywall), bricklayers/stone masons, plumbers, painters, glaziers/window fitters
  - customer/field service engineers, vehicle roadworthiness testers.

## Personal Services

- **Overall:** personal services accounted for 8% of total new permits issued in 2022
- **Type:** the majority (99%) of the new permits issued for this occupational group were general employment permits
- **Salary:** the majority (95%) of new permits issued were for employment with a salary of less than €30,000
- **Region:** almost two thirds (63%) of all new permits issued for personal services roles were for positions in Dublin, Kildare and Meath
- **Occupations:** permits were most frequently issued for healthcare assistants, the majority of which (97%) were employed in the health sector.

## Sales and Customer Services

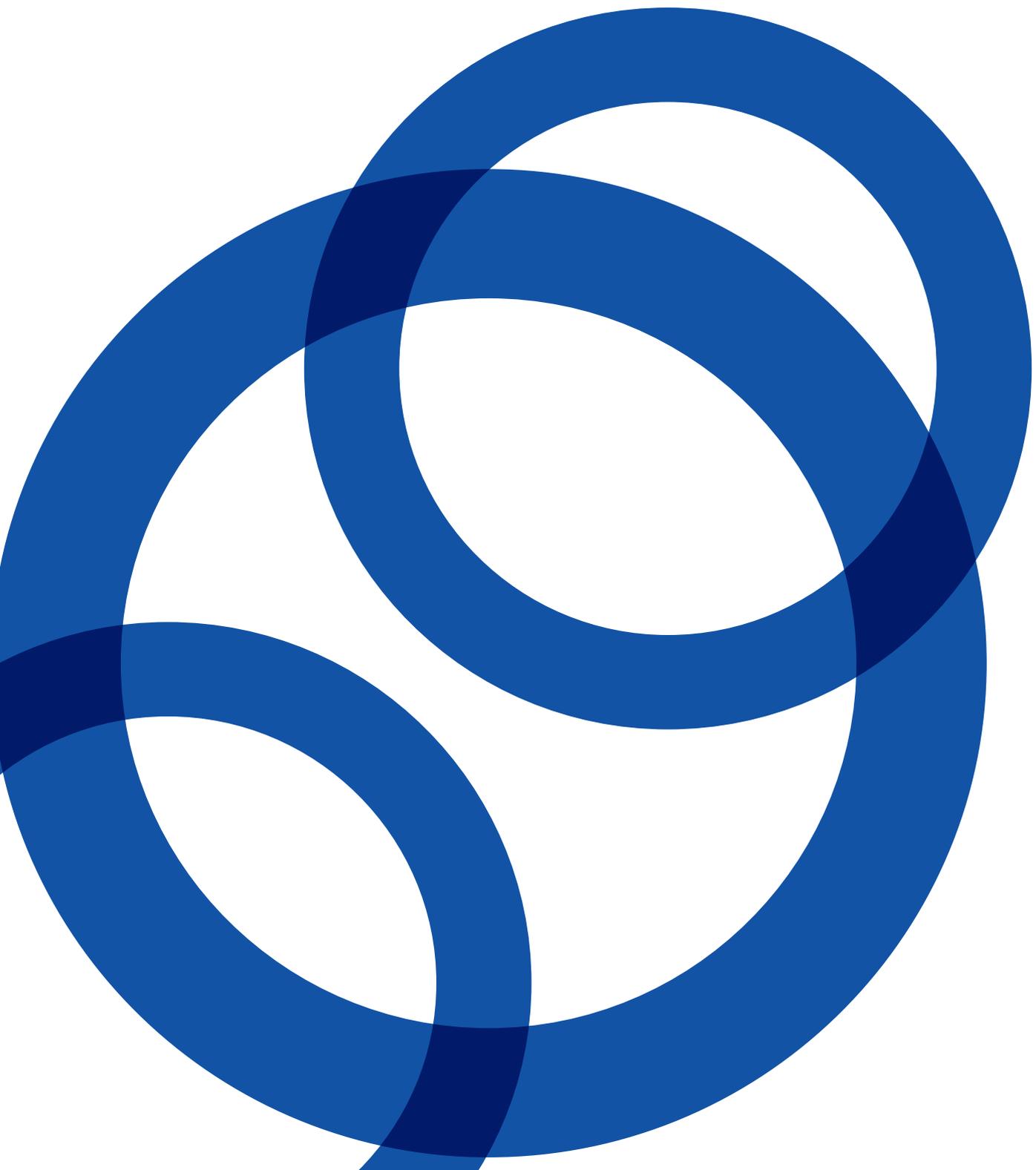
- **Overall:** new employment permits issued for those in sales related occupations accounted for less than 1% of total permits issued in 2022; permits were most frequently issued for customer service and sales support occupations (with languages) within the general employment permits
- **Salary:** almost all (97%) of new permits issued had a salary of less than €40,000
- **Sector:** the majority (90%) of new permits issued were for positions in the ICT sector
- **Occupations:** registration and compliance operations (RCO)/investigation specialists, customer services associates.

## Operatives

- **Overall:** new employment permits issued for those in operative occupations accounted for 6% of total permits issued in 2022; the majority (99%) of permits issued for this occupational group were issued for general employment permits and the majority (86%) had a salary of less than €30,000
- **Sector:** the majority (80%) of new permits issued were for positions in the agriculture sector and a further 10% were issued for positions in the transport and storage sector and 5% for positions in industry
- **Nationality:** persons from Brazil accounted for over half (51%) of all new permits issued with Vietnam and Ukraine accounting for a further 24%
- **Region:** almost half (47%) of all new permits issued for operative roles were for positions in Waterford, Offaly, and Cavan
- **Occupations:** new permits were most frequently issued for meat processing operatives, followed by HGV drivers, scaffolders/riggers.

## Elementary Occupations

- **Overall:** new employment permits for elementary positions accounted for 3% of total new permits issued in 2022, the majority (99%) of which, were issued for general employment permits and all had a salary of less than €39,999, in roles including horticultural operatives/mushroom harvesters and dairy farm assistants.



## Section 9

# Job Vacancies

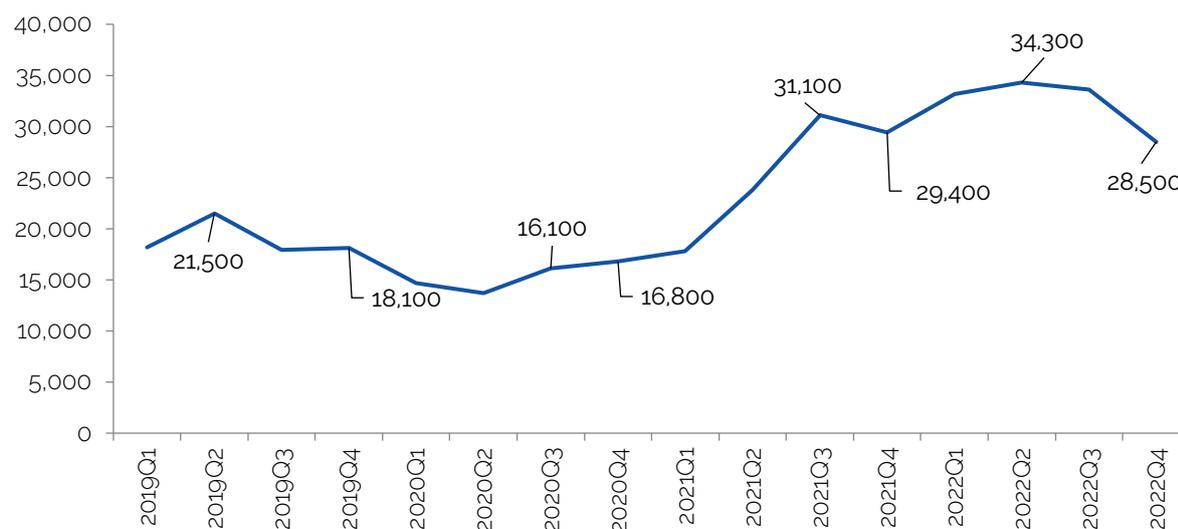
This section provides an analysis of job vacancy data in Ireland. It examines a number of indicators including

- CSO job vacancy numbers and rates by sector
- advertised job vacancies by occupation (two sources: OVATE (CEDEFOP) and JobsIreland.ie (DSP))
- results of the SLMRU's own Recruitment Agency Survey.

### 9.1 CSO vacancy rates

The CSO's Earnings, Hours and Employment Costs Survey (EHECS) examines the number of open job vacancies businesses have at the end of each quarter. There were 28,500 vacancies reported in quarter 4 2022, representing a job vacancy rate<sup>30</sup> of 1.3%. The number of reported job vacancies fell in 2020 as a result of the pandemic but saw robust growth in subsequent quarters, with numbers peaking at 34,300 in quarter 2 2022, far higher than any other year on record (Figure 9.1). Of the 28,500 job vacancies in quarter 4 2022, 79% were in the private sector, with the remaining 21% in the public sector.

Figure 9.1 CSO Vacancies, Quarter 1 2019 - Quarter 4 2022

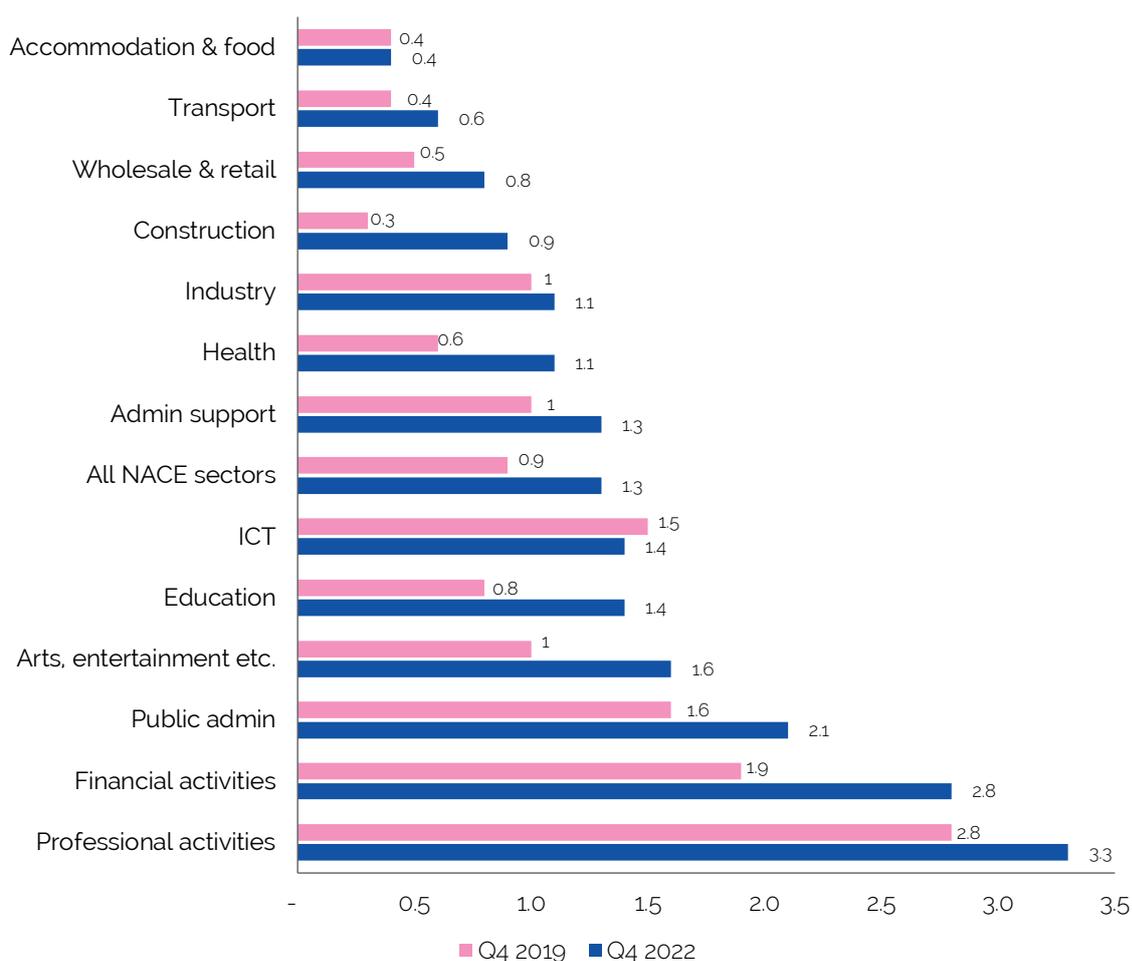


Source: CSO EHECS

<sup>30</sup> The job vacancy rate, as detailed in the CSO Earnings, Hours and Employment Costs Survey (EHECS), measures the proportion of total posts that are vacant as a proportion of total occupied posts combined with job vacancies.

Figure 9.2 presents the vacancy rates by sector for quarter 4 2019 and quarter 4 2022. The vacancy rates by sector fluctuated as the labour market recovered from the COVID-19 pandemic, but over the period examined here the vacancy rate increased for the majority of sectors. The professional activities sector had the largest vacancy rate at 3.3% in quarter 4 2022, increasing from 2.8% in quarter 4 2019. The largest growth was for the financial activities sector, which grew by 0.9 percentage points; this was followed by the construction, education, and arts, entertainment and other services sectors, each with a growth of 0.6 percentage points over the period. The ICT sector was the only sector to experience a decline over the period, falling by 0.1 percentage points; the vacancy rate for this sector peaked at 2.3% in quarter 1 2022 but has declined quarterly since. The Central Bank notes that this was the first time that the ICT vacancy rate fell below the national average rate on record, thought to be related to the recent announcements of job cuts in the sector<sup>31</sup>.

Figure 9.2 CSO Vacancy Rate (%) by Sector, Quarter 4 2019 and Quarter 4 2022



Source: CSO EHECS

<sup>31</sup> <https://www.centralbank.ie/publication/quarterly-bulletins/quarterly-bulletin-q1-2023>

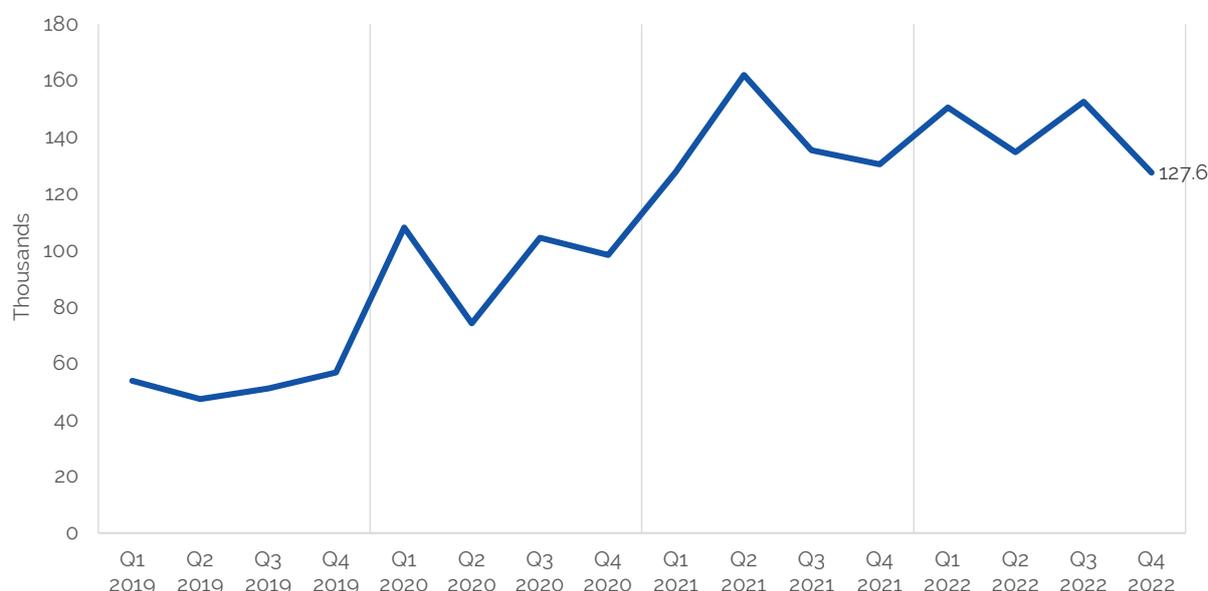
## 9.2 Advertised job vacancies

This section first examines online job vacancy adverts available through CEDEFOP's Skills OVATE portal; this is followed by an analysis of one subset of this data, namely the job vacancy adverts posted on jobsireland.ie. An analysis of online job advertisements provides an overview of the jobs and skills for which employers are seeking candidates. It should be borne in mind that not all job openings are advertised, and not all adverts are online postings. For this reason, the data presented in this section is best interpreted in the context of broader labour market trends, including the employment, recent job hires and transitions data presented in earlier sections of this report.

In recent years, CEDEFOP has developed an online vacancy analysis tool for Europe (OVATE), a pan-European system for the analysis of online job vacancy advertisements<sup>32</sup>. It collects data relating to vacancies advertised across a range of public (e.g. jobsireland.ie) and private (e.g. irishjobs.ie) online recruitment portals as well as job search engines (e.g. Monster). To minimise the occurrence of duplication, where the same job vacancy may be advertised on more than one portal, the vacancy data undergoes a de-duplication process. The Skills OVATE data presented here (and on the CEDEFOP dashboards) do not contain all the job advertisements collected. Many online job advert portals do not provide a stable data feed over time, and as a result job advertisements from some portals are excluded from Skills OVATE data.

Figure 9.3 shows the number of online job vacancy adverts for posts in Ireland over the period quarter 1 2019 to quarter 4 2022. In 2022, the OVATE database held 565,500 vacancy adverts for posts in Ireland, 2% more than the total number observed in 2021. Growth in the number of job adverts is not always a reflection of increases in employment levels; for example, the increase in job adverts in the latter half of 2020 relative to the same period in 2019 did not correspond to employment patterns and could be the result of a shift towards online platforms to recruit candidates. Similarly, increases in advertised posts in early 2021 coincided with an easing of the economic restrictions associated with COVID-19 and the concomitant re-hiring activity.

Figure 9.3 Online Job Vacancy Adverts (000s), Quarter 1 2019 – Quarter 4 2022

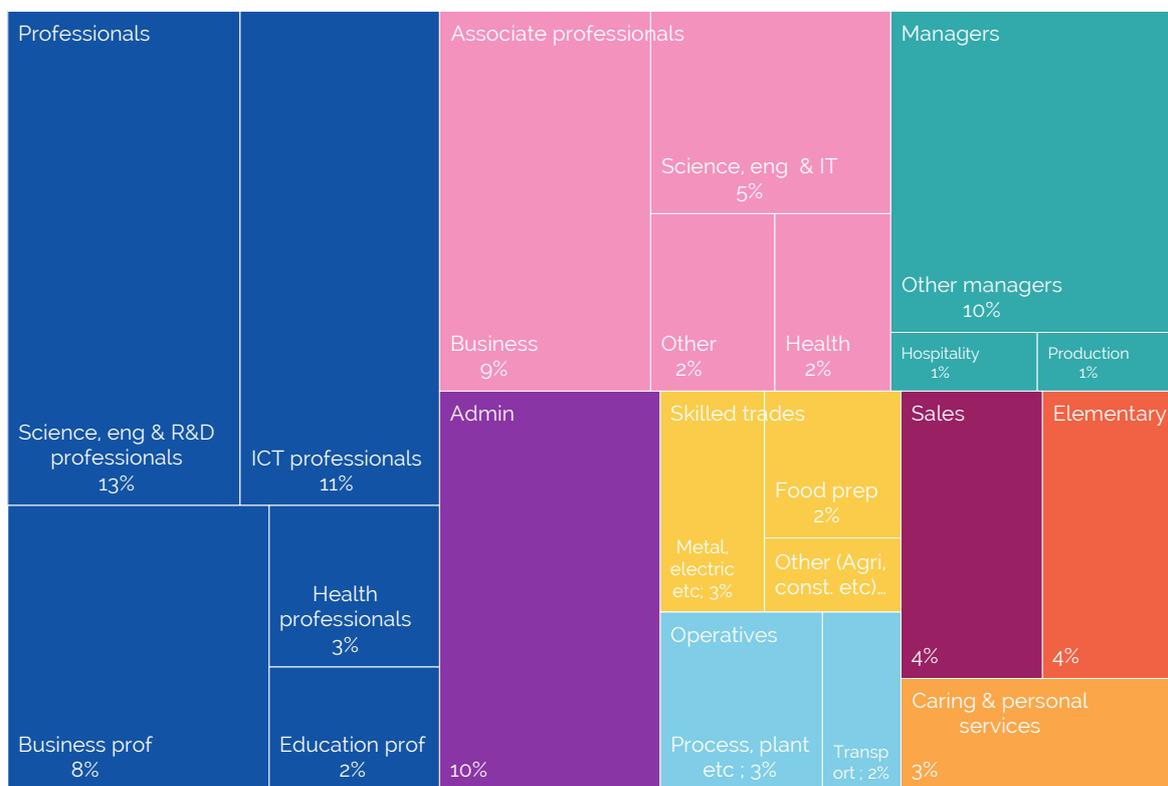


Source: CEDEFOP (OVATE)

<sup>32</sup> CEDEFOP's skills intelligence based on online job vacancy adverts is being continuously improved. While the data undergo extensive cleaning and processing, sound analysis and contextualisation help avoid interpretation errors and biases. Further information on using online job vacancy adverts for skills intelligence is available from CEDEFOP: Online job vacancies and skills analysis | Cedefop (europa.eu) or Perspectives on policy and practice | Cedefop (europa.eu).

Figure 9.4 shows the OVATE online job vacancies for Ireland by broad occupational group in 2022.<sup>33</sup> Where numbers are sufficiently large, occupational sub-groups are also shown. Online job vacancy adverts captured through OVATE were concentrated, as in previous years, in professional and associate professional occupations; combined these two broad occupational groups accounted for more than half (55%) of all online job adverts in 2022. In contrast, elementary and operative occupations combined made up just 9% of the total.

Figure 9.4 OVATE Online Job Vacancy Adverts by Broad Occupational Group, 2022



Source: CEDEFOP (OVATE)

Figure 9.5 shows the percentage change in the number of job vacancy adverts by occupational sub-groups (based on SOC 2-digit categories<sup>34</sup>) between 2021 and 2022. The 2% growth in the total number of job adverts was not uniform across the different occupational groups. Education professionals (+50%), hospitality managers (+27%) and health professionals (+25%) had the strongest relative growth rates, although these individual occupations accounted for relatively small shares of the job adverts data overall (combined amounting to just over 6%, approximately 36,000 postings).

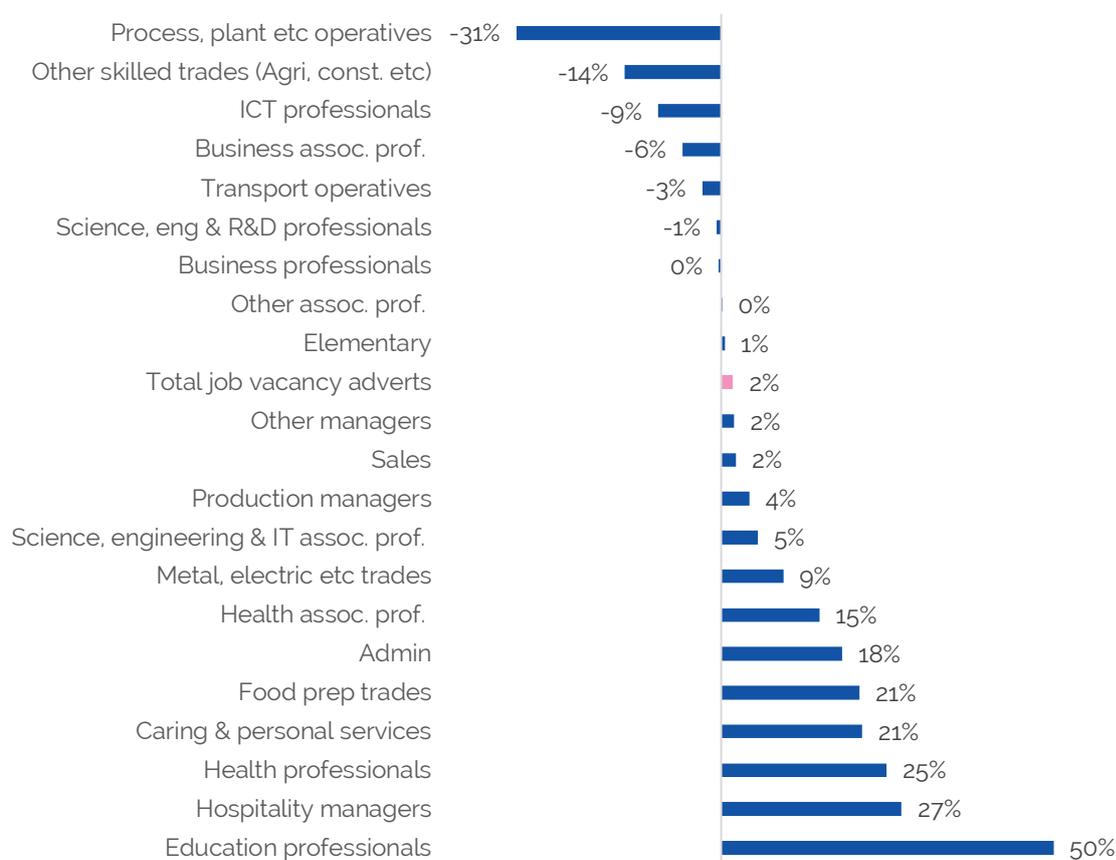
The strongest decline was observed for process/plant operatives, with a fall of nearly a third (31%). Following increases in earlier years, the number of job postings for ICT professionals declined by 9% (6,300 fewer postings, and the second largest absolute decline after process/plant operatives) as the sector re-adjusted after sustained hiring activity during the COVID-19 pandemic. Nonetheless, ICT professional

<sup>33</sup>Based on a map created by the Office of National Statistics (UK), the SLMRU has mapped OVATE data, which is categorised according to ISCO (International Standard Classification of Occupations) to SOC (Standard Occupation Classification) and is therefore compatible with other datasets used in the analysis of skills demand in the National Skills Bulletin.

<sup>34</sup> Most sub-group occupations in Figure 9.5 are SOC 2010 two-digit groups, with the following exceptions: 'Other associate professionals' comprise protective services and culture media and sports occupations; administrative occupations comprise administrative occupations and secretarial and related occupations; the 'other skilled trades' category includes construction trades (SOC 53), agriculture trades (SOC 51), and textile, printing and other skilled trades (SOC 54), minus food preparation trades. (SOC 543); food preparation trades (e.g. butchers, bakers, chefs, cooks etc) are presented separately.

occupations made up the second largest occupation (after science, engineering etc professionals) in online job adverts in 2022.

Figure 9.5 Percentage Change in Job Vacancy Adverts by Occupational Sub-Groups, 2021-2022



Source: CEDEFOP (OVATE)

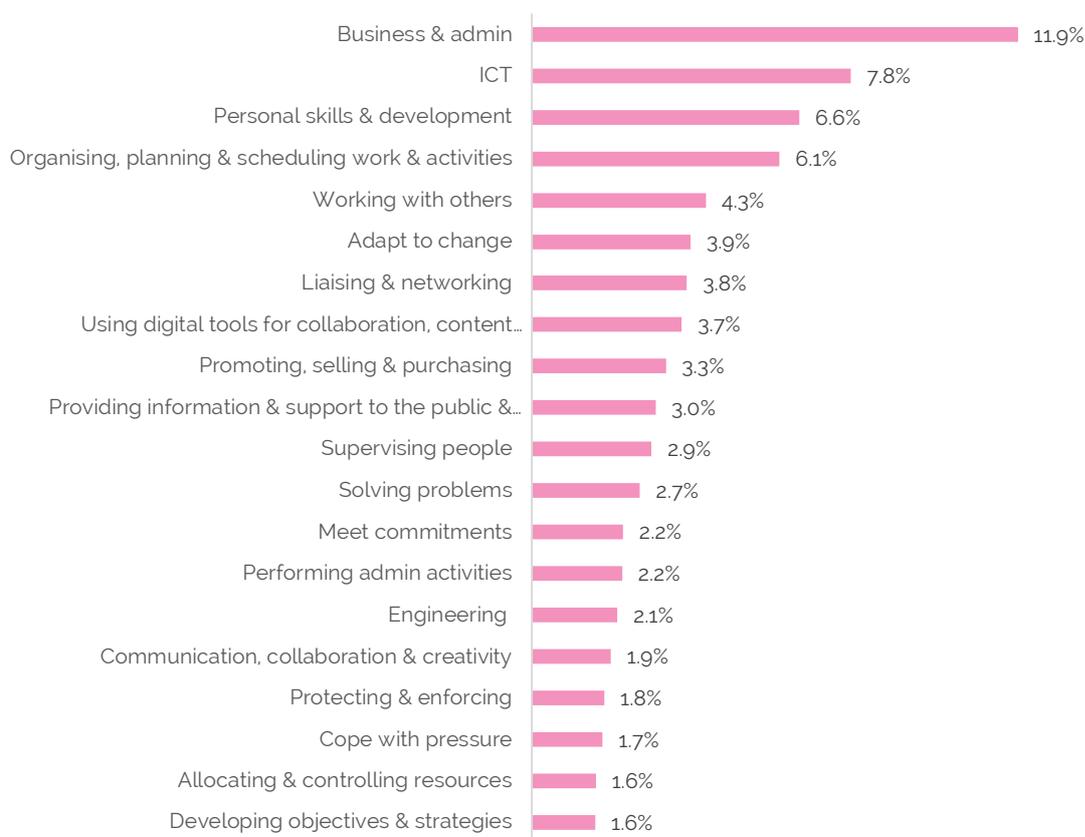
## Skills in online job vacancy adverts

In OVATE, skills are classified according to ESCO, the classification of European skills/competencies, qualifications and occupations. Skills and competencies can be categorised into sub-classifications at different levels of detail. In ESCO, there are approximately 13,500 detailed skill categories, 300 level 3 categories, 100 level 2 categories, and 22 level 1 categories. This section examines the most frequently occurring level 2 ESCO skill categories.

In 2022, there were over 12 million skills mentioned in online adverts for jobs in Ireland. Figure 9.6 shows the 20 most frequently occurring skills (ESCO level 2); combined, these 20 skills categories accounted for 75% of all skill mentions.

- **Business and administration knowledge** (e.g. project management, customer service and quality standards) was the most frequently requested skill, accounting for 12% of total skills in 2022
- **ICT skills** were also in strong demand and made up 8% of the total; Java and SQL were the most commonly cited programming languages
- **Personal skills and development**, which includes detailed skills such as teamwork, communication and assertiveness, made up 7% of the total.

Figure 9.6. Top 20 Skills (ESCO level 2) Mentioned in Online job Adverts, 2022



Source: CEDEFOP (OVATE)

Excludes not stated

Between 2021 and 2022, the number of skills mentioned in adverts for jobs in Ireland grew slightly (by 1%). Figure 9.7 shows the year-on-year change that occurred for the most frequently mentioned skills. Only skills that had at least 75,000 mentions were included.

- The strongest growth was for the **allocation and controlling resources** skill, which increased by 9%; much of the growth was attributable to increases in the demand for this skill across a range of occupations, including accountants/tax experts (+16%), chefs (+55%), personal assistants (+28%) and R & D managers (+7%).
- **Health** related knowledge and skills grew by nearly 8%, mainly relating to person-centred care, nursing principles and pharmaceuticals and particularly for nursing and pharmacist occupations.
- **Organising and planning work and activities** increased by over 7%, particularly in relation to the ability to adjust priorities, manage time and plan teamwork; the increases in these detailed skills were especially strong (in absolute terms) for teaching professionals, engineering professionals (n.e.c.) and chefs.
- The declines in many **ICT related skills** were linked in part to the fall in the number of jobs advertised for ICT occupations; when ICT occupations (i.e. software developers, computer programmers) are removed, the number of mentions for ICT skills remained unchanged year-on-year.
- Despite the overall decline in the number of ICT skill mentions, this skill increased strongly for a number of occupations, including government administrative occupations (+30%), teaching professionals (+45%), accountants/tax experts (+11%), and personal assistants (+22%).

Figure 9.7 Change (%) in Skills (ESCO Level 2) Mentioned in Online Job Adverts, 2021-2022



Source: CEDEFOP (OVATE)

## Online job vacancy adverts – occupations

This section looks more closely at the job adverts for occupational groups by examining in greater detail the most frequently occurring and fastest growing detailed occupations and skills. Detailed occupations are based on SOC 4-digit groups while skills are based on the most detailed skill concept level available in ESCO.

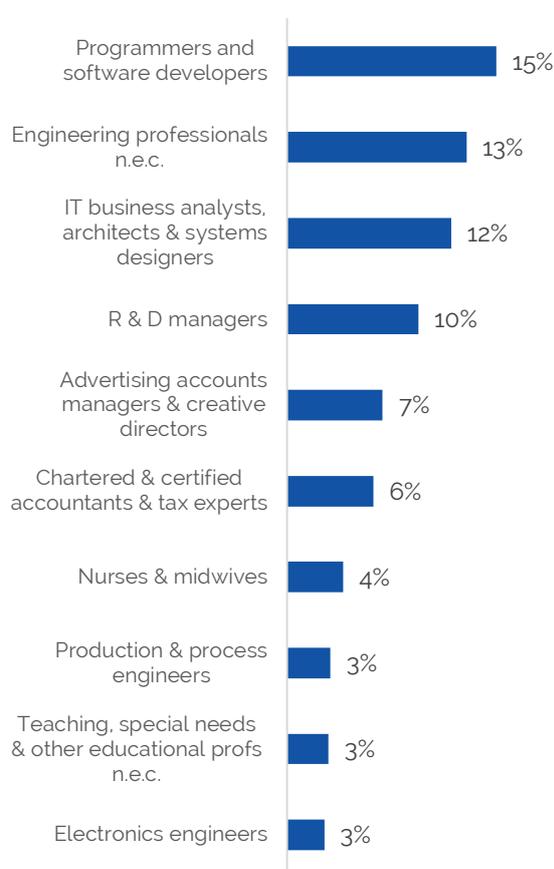
### Professional occupations

Professional occupations made up nearly 37% of all vacancy adverts in 2022. Figure 9.8 shows the ten most frequently occurring professional occupations in 2022. Combined these ten occupations made up more than three quarters (76%) of all vacancy adverts for professional occupations.

Although the total number of adverts grew by 1.8% between 2021 and 2022, growth for professional occupations was lower at just 0.4%, amounting to fewer than 1,000 additional adverts year-on-year. The below-average growth for these occupations was driven primarily by strong declines in the number of adverts for ICT-related occupations: the number of adverts for programmers/software developers fell by 7%, IT business analysts/systems designers by 11% and web designers/developers by 27%. Despite these declines, ICT-related professional occupations remain amongst the most frequently mentioned professional occupations in online job vacancy adverts (Figure 9.9).

Many of the occupations with the strongest growth in the number of adverts between 2021 and 2021 were related to education and health related activities (Table 9.1).

Figure 9.8 Most Frequently Mentioned Professional Occupations, 2022



Source: CEDEFOP (OVATE)

Table 9.1 Top Growing Professional Occupations\* (%), 2021-2022

	2021-2022 % change
Teaching and other educational professionals n.e.c.	115%
Primary and nursery education teaching professionals	94%
Physiotherapists	48%
Welfare professionals n.e.c.	40%
Nurses	28%
Pharmacists	16%
Higher education teaching professionals	15%
Civil engineers	12%
Mechanical engineers	9%
Chartered and certified accountants	4%

\*Excludes occupations accounting for fewer than 1,000 adverts

## Skill in adverts for professional occupations

Figure 9.9 shows the most frequently occurring skills mentioned in adverts for professional occupations. Amongst the top ten skill mentions were those related to communication, collaboration and creativity (e.g. team work, create solutions to problems), business/management (project management and team leadership), and attitudes (e.g. ability to adapt to change or show responsibility).

When compared to 2021, the number of skills mentioned in job adverts for professional occupations fell by nearly 2%. Nonetheless, skill mentions increased in a number of areas, particularly for planning teamwork and adjusting priorities, which each grew strongly (12%) (Table 9.2). Communication related skills also grew (e.g. report facts rose by 4%, present reports (+5%) and use communication techniques (+4%).

Figure 9.9 Most Frequently Mentioned Skills for Professional Occupations, 2022

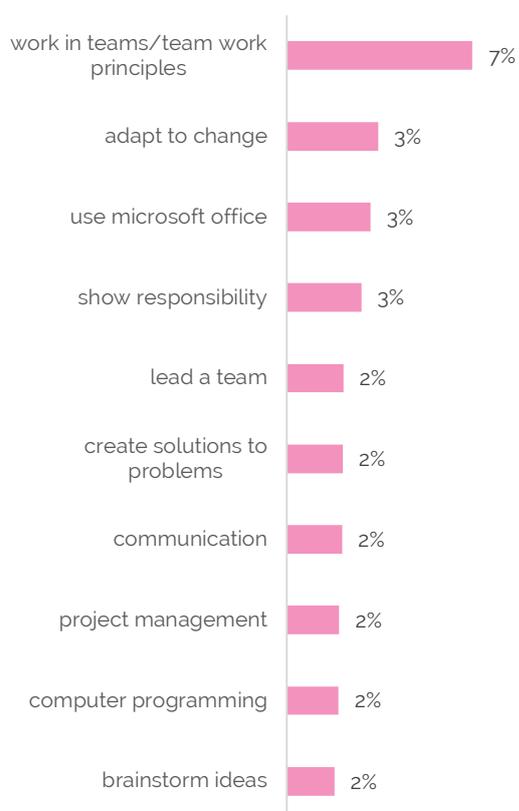


Table 9.2 Top Growing Skills\* for Professional Occupations, 2021-2022

	2021-2022 % change
Plan teamwork	12%
Adjust priorities	12%
Office software	5%
Present reports	5%
Report facts	4%
Lead others	4%
Use communication techniques	4%
Analyse business processes	3%
Delegate activities	3%
Show responsibility	2%

Source: CEDEFOP (OVATE)

\*Excludes skills accounting for less than 0.5% of total skill mentions in professional job adverts

## Associate professional occupations

Similar to 2021, associate professional occupations made up almost a fifth (19%) of all job vacancy adverts in 2022. The top ten most frequently mentioned occupations made up more than a half of all adverts for associate professional roles and spanned a range of occupations, including business, ICT, health/science and construction.

When compared to 2021, the number of adverts for associate professional occupations was broadly unchanged. Individual occupations with the strongest growth (Table 9.3) included conference managers (+53%, although the numbers involved are small), construction related occupations (draughtspersons, building technicians) and health/science related roles (e.g. medical/laboratory and pharmaceutical technicians). Welfare/housing associate professionals had the largest absolute increase, with nearly 1,300 additional adverts.

Figure 9.10 Most Frequently Mentioned Associate Professional Occupations, 2022

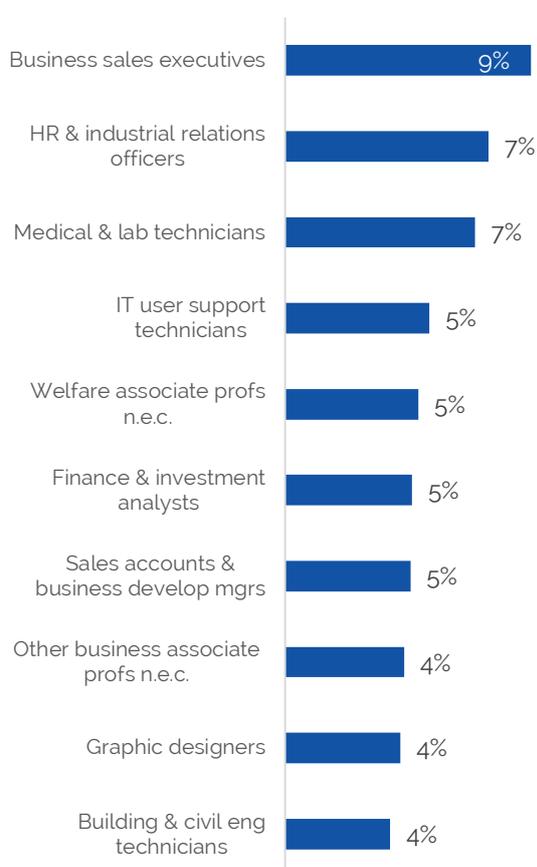


Table 9.3 Top Growing Associate Professional Occupations\* (%), 2021-2022

Occupation	2021-2022 % change
Conference managers etc	53%
Welfare/housing assoc. prof. n.e.c.	33%
Electrical/electronic technicians	26%
Draughtspersons	23%
Pharmaceutical technicians	14%
Building & civil engineering technicians	11%
Buyers & procurement officers	11%
Legal associate professionals	9%
Medical & lab technicians	8%
IT operations technicians	8%

Source: CEDEFOP (OVATE)

\*Excludes occupations accounting for fewer than 1,000 adverts

## Skill in adverts for associate professional occupations

Figure 9.11 shows the most frequently occurring skills mentioned in adverts for associate professional occupations. Skills related to communication, collaboration and creativity (e.g. team work, create solutions to problems), followed by attitudes (adapt to change, show responsibility) and business related skills (e.g. assist customers, manage time) accounted for some of the most frequently occurring skills.

When compared to 2021, the number of skills mentioned in job adverts for associate professional occupations fell slightly (by less than 1%). Nonetheless, skill mentions increased in a number of areas, with particularly strong growth for assertiveness, communication, selling and quality related skills (Table 9.4).

Figure 9.11 Most Frequently Mentioned Skills for Associate Professional Occupations, 2022

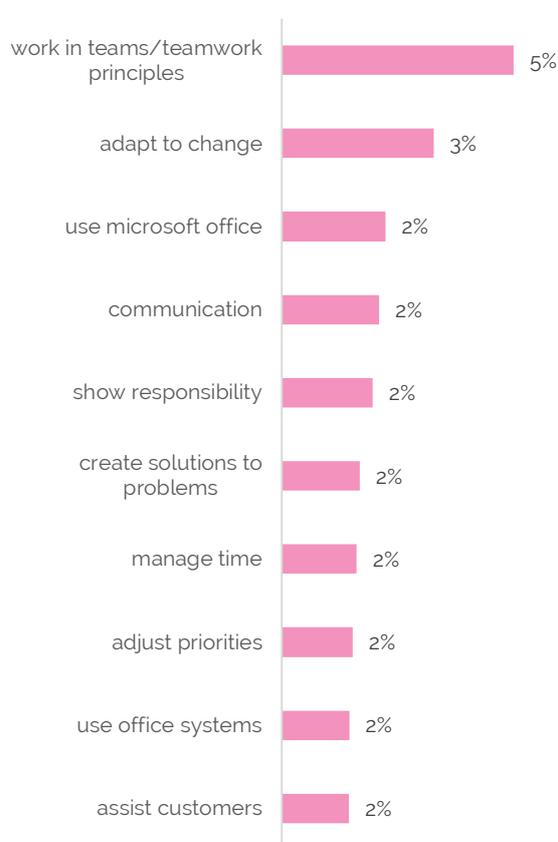


Table 9.4 Top Growing Skills\* for Associate Professional Occupations, 2021-2022

	2021-2022 % change
Assertiveness	13%
Communicate with customers	12%
Sell products	10%
Sell services	10%
Use communication techniques	8%
Define quality standards	8%
Manage time	7%
Adjust priorities	6%
Report facts	5%
Quality standards	4%

Source: CEDEFOP (OVATE)

\*Excludes skills accounting for less than 0.5% of total skill mentions in associate professional job adverts

## Manager occupations

Manager occupations comprised approximately 12% of job vacancy adverts in 2022, a share almost identical to that of 2021. Figure 9.12 shows the ten most frequently mentioned occupations for managerial posts in 2022; combined, these occupations made up more than four fifths of all managerial online job adverts.

When compared to 2021, the number of adverts for manager roles rose by nearly 4%. The fastest growing occupations included hospitality and retail related roles, including a four-fold increase in the number of adverts for restaurant/catering managers, and a two-fold increase each for hotel/accommodation managers and wholesale/retail managers. In terms of absolute numbers, however, the largest increase, with nearly 1,000 additional adverts was for managers/directors in retail & wholesale.

Figure 9.12 Most Frequently Mentioned Manager Occupations, 2022



Table 9.5 Top Growing Manager Occupations\* (%), 2021-2022

	2021-2022 % change
Restaurant/catering managers	41%
Hotel & accommodation managers	21%
Shopkeepers & proprietors – wholesale & retail	21%
Financial institution managers & directors	16%
Production managers/directors in construction	11%
Managers/directors in retail & wholesale	10%
Managers in other services n.e.c.	7%
Chief executives & senior officials	6%
Financial managers/directors	4%
Health managers/directors	4%

Source: CEDEFOP (OVATE)

\*Excludes occupations with fewer than 1,000 adverts

## Skills in adverts for manager occupations

Figure 9.13 shows the most frequently occurring skills mentioned in adverts for manager occupations, with a range of team-related, digital (e.g. MS office) and management skills (e.g. time management, project management) required.

When compared to 2021, the number of skills mentioned in job adverts for manager occupations grew by 5%. The top growing skills had even higher growth, ranging from nearly 8% for planning teamwork to 14% selling products skills. Finance related skills (e.g. cost management, budget management), teamwork, sales and standards-related skills also grew at a faster-than-average rate for manager occupations.

Figure 9.13 Most Frequently Mentioned Skills for Manager Occupations, 2022

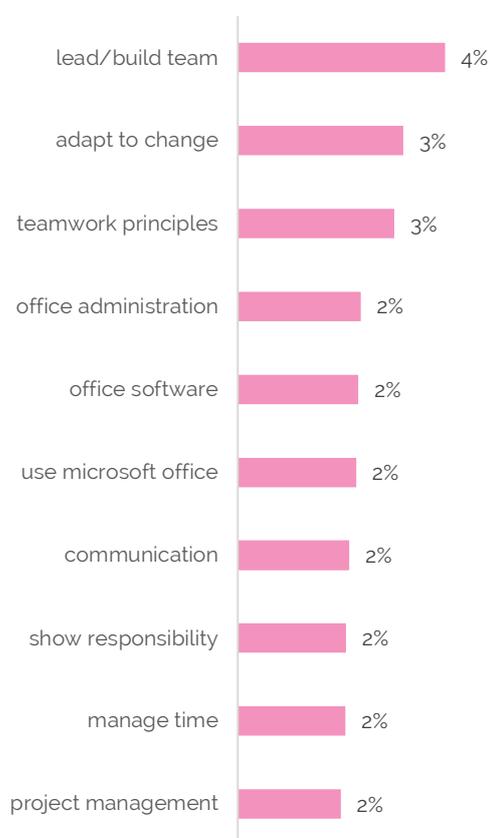


Table 9.6 Top Growing Skills\* for Manager Occupations, 2021-2022

	2021-2022 % change
Sell products	14%
Define quality standards	10%
Sales argumentation	9%
Cost management	9%
Delegate activities	9%
Liaise with managers	9%
Follow company standards	8%
Manage budgets	8%
Work in teams	8%
Plan teamwork	8%

Source: CEDEFOP (OVATE)

\*Excludes skills accounting for less than 0.5% of total skill mentions in manager job adverts

## Secretarial and administrative occupations

Administrative occupations made up approximately 10% of job vacancy adverts in 2022, slightly higher than the 8% share observed in 2021. Figure 9.14 shows the most frequently mentioned administrative occupations in online job adverts in 2022; combined these occupations made up approximately 95% of all administrative job vacancy adverts.

When compared to 2021, the number of adverts for administrative occupations increased by just over 18% (amounting to nearly 8,400 additional posts). Table 9.7 shows the occupations for which the growth was either at or above the average for this occupational group, with the highest growth being for records clerks and assistants, receptionists, and medical/legal secretaries, each of which grew by approximately one third year-on-year.

Figure 9.14 Most Frequently\* Mentioned Secretarial/Admin Occupations, 2022

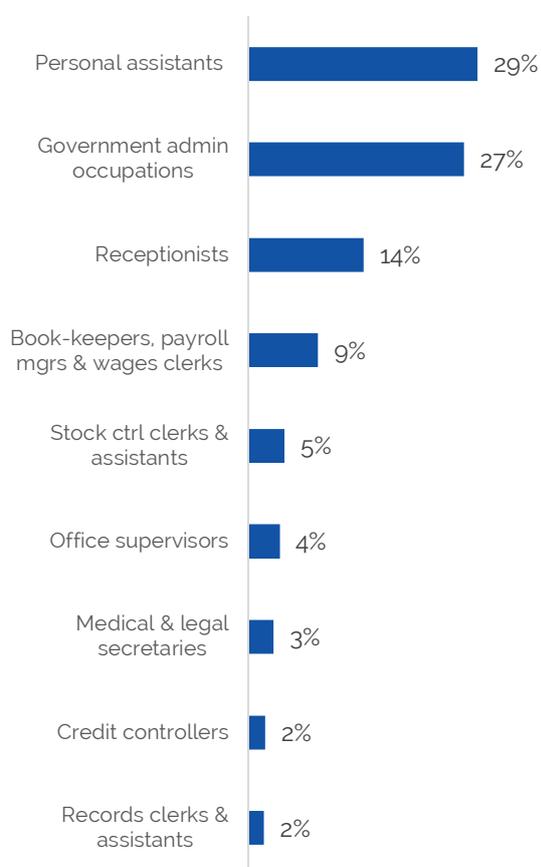


Table 9.7 Top Growing Secretarial/Admin Occupations\* (%), 2021-2022

Occupation	2021-2022 % change
Records clerks & assistants	34%
Receptionists	32%
Medical & legal secretaries	32%
Government admin occupations	25%
Book-keepers, payroll managers and wages clerks	24%
Personal assistants	18%

Source: CEDEFOP (OVATE)

\*Excludes occupations accounting for fewer than 1,000 adverts.

## Skill in adverts for secretarial and administrative occupations

Figure 9.15 shows the most frequently occurring skills mentioned in adverts for secretarial and administrative occupations. Along with the ability to adapt to change and work in teams, customer-focused skills were also in demand in this occupational group; these skills included customer service, assisting customers, and tolerating stress (a skill classified as 'essential' for many health/welfare and services-oriented occupations).

When compared to 2021, the number of skills mentioned in job adverts for secretarial/administrative occupations grew by 18%. The top growing skills had even higher growth rates, ranging from 28% for managing front operations to 37% for handling mail and working independently.

Figure 9.15 Most Frequently Mentioned Skills for Secretarial/Admin Occupations, 2022

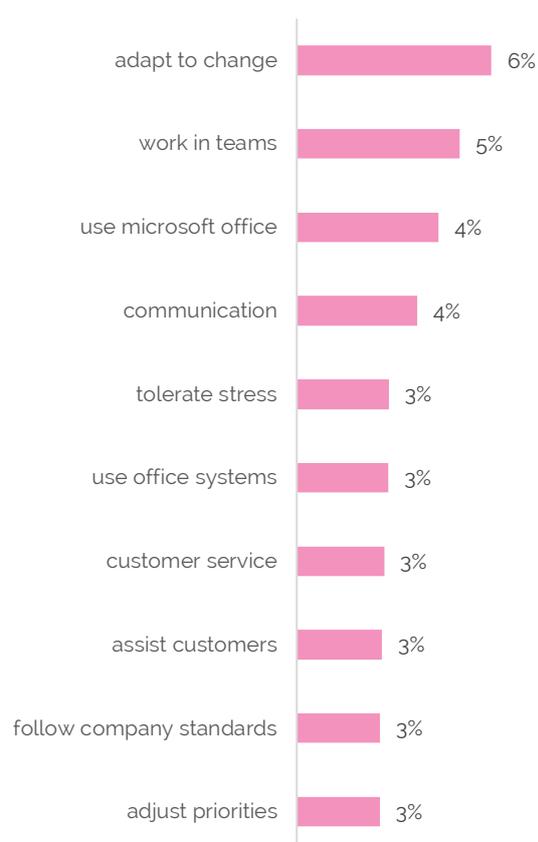


Table 9.8 Top Growing Skills\* for Secretarial/Admin Occupations, 2021-2022

	2021-2022 % change
Handle mail	37%
Work independently	37%
Database	35%
Coordinate components of work	34%
Self-promote	32%
Provide customer follow-up	32%
Think analytically	30%
Work in shifts	30%
Customer relationship mgt	29%
Manage front operations	28%

Source: CEDEFOP (OVATE)

\*Includes only skills mentioned at least 2,500 times in adverts for this occupational group.

## Skilled trades occupations

Skilled trades occupations accounted for nearly 6% of the total online job vacancy adverts in 2022, broadly similar to their 5.5% share in 2021. Food preparation trades, comprising chefs, cooks, bakers and butchers, accounted for nearly 38% of all skilled trades advertised vacancies. Figure 9.16 shows the most frequently mentioned occupations in 2022; combined, these occupations made up more than four fifths of all skilled trades online job vacancy adverts.

When compared to 2021, the number of adverts for skilled trades occupations rose by 7%. Table 9.9 shows the four occupations for which growth was higher than the average in this group, with chefs having the strongest growth, at 41%. Nonetheless, the 3,000 additional adverts for this occupation were partly offset by a decline in the number of vacancies advertised for cooks, bakers and butchers (i.e. nearly 900 fewer ads).

Figure 9.16 Most Frequently Mentioned Skilled Trades Occupations\*, 2022

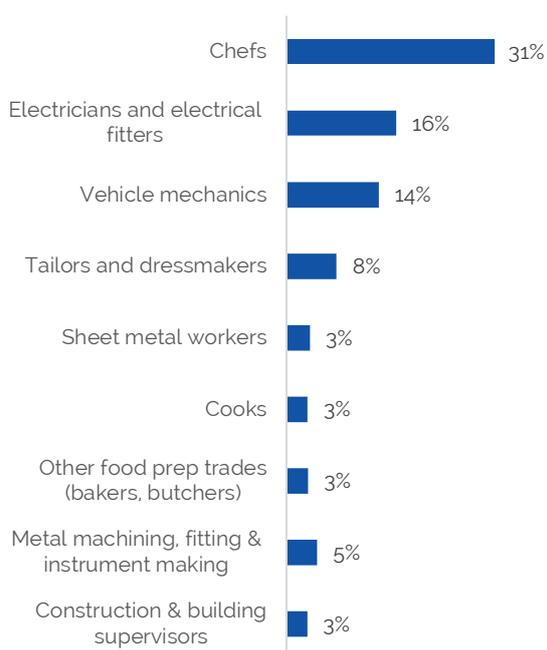


Table 9.9 Top Growing Skilled Trades Occupations\* (%), 2021-2022

Occupation	2021-2022 % change
Chefs	41%
Sheet metal workers	24%
Electricians/electrical fitters	24%
Vehicle mechanics	10%

Source: CEDEFOP (OVATE)

\*Excludes occupations accounting for fewer than 1,000 adverts.

## Skills in adverts for skilled trades occupations

Figure 9.17 shows the most frequently occurring skills mentioned in skilled trades occupations. Combined these skills accounted for 38% of all skills mentioned in adverts for this occupational groups.

When compared to 2021, the number of skills mentioned in job adverts for skilled trades occupations grew by nearly 10%, but the increase in the demand for a number of skills grew four-to-five times faster, including the abilities and knowledge to identify suppliers, plan teamwork, implement marketing strategies, and define quality standards.

Figure 9.17 Most Frequently Mentioned Skills for Skilled Trades Occupations, 2022

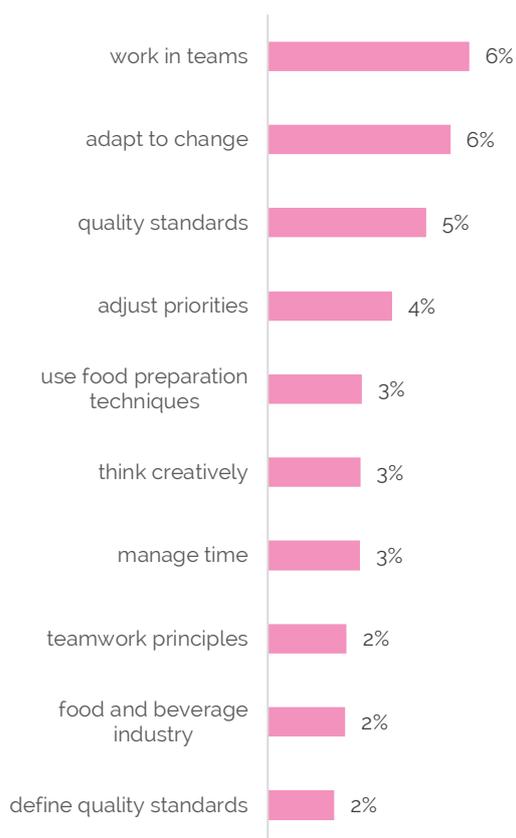


Table 9.10 Top Growing Skills\* for Skilled Trades Occupations, 2021-2022

	2021-2022 % change
Identify suppliers	52%
Plan teamwork	51%
Implement marketing strategies	46%
Define quality standards	41%
Teamwork principles	35%
Lead a team	34%
Think creatively	32%
Customer service	32%
Delegate activities	28%
Brainstorm ideas	28%

Source: CEDEFOP (OVATE)

\*Includes only skills mentioned at least 2,500 times in adverts for this occupational group.

## Personal and caring services occupations

As in 2021, personal and caring services occupations accounted for approximately 3% of all job vacancy adverts in 2022. Figure 9.18 shows the most frequently occurring occupations; combined they made up in excess of 80% of all job adverts for personal and caring services occupations in 2022.

When compared to 2021, the number of adverts for personal and caring services occupations grew by more than a fifth (+21%), albeit from a comparatively low base, so the number of extra adverts year-on-year was fewer than 3,500. Table 9.11 shows the occupations for which growth was higher than the average, many of which were occupations that experienced a sharp decline in activity in terms of employment and online job adverts during the COVID-19 economic restrictions and so the increases are from relatively low numbers.

Figure 9.18 Most Frequently Mentioned Personal & Caring Services Occupations\*, 2022

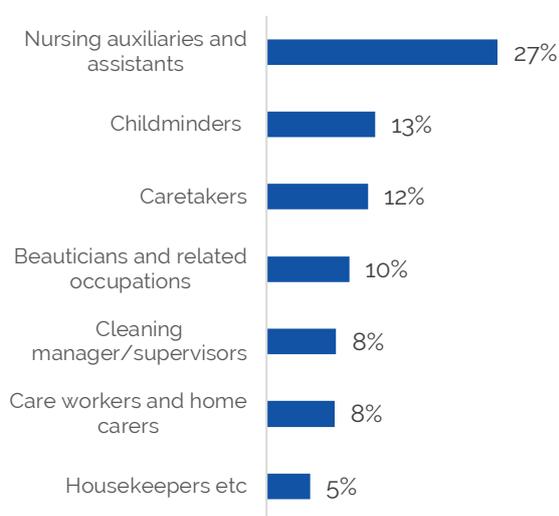


Table 9.11 Top Growing Personal & Caring Services Occupations\* (%), 2021-2022

	2021-2022 % change
Beauticians and related	49%
Caretakers	44%
Cleaning manager/supervisors	34%
Care workers and home carers	28%

Source: CEDEFOP (OVATE)

\*Excludes occupations accounting for fewer than 1,000 adverts

## Skills in adverts for personal & caring service occupations

Figure 9.19 shows the most frequently occurring skills mentioned in personal & caring services occupations. Combined these skills accounted for 36% of all skills mentioned in adverts for this occupational group. Attitudes (adapt to change, show responsibility, and tolerate stress) made up 12% of all skill mentions in this group.

When compared to 2021, the number of skills mentioned in job adverts for personal & caring services occupations grew by nearly 21%. The abilities to sell products and to sell services increased by more than a half each when compared to 2021.

Figure 9.19 Most Frequently Mentioned Skills for Personal/Caring Services Occupations, 2022

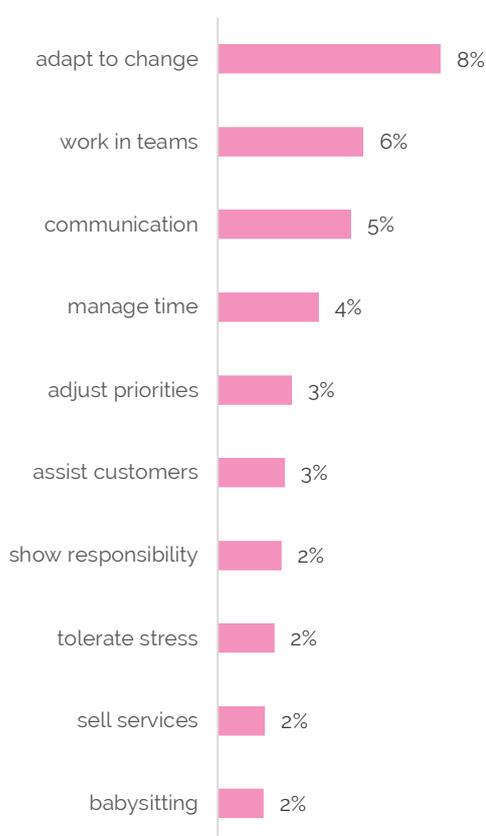


Table 9.12 Top Growing Skills\* for Personal/Caring Services Occupations, 2021-2022

	2021-2022 % change
Sell products	57%
Sell services	52%
Work in shifts	44%
Manage time	35%
Adjust priorities	33%
Quality standards	30%
Assertiveness	23%
Adapt to change	22%
Think proactively	22%
Use communication techniques	22%

\*Includes only skills mentioned at least 2,500 times in adverts for this occupational group.

Source: CEDEFOP (OVATE)

## Sales occupations

Sales occupations accounted for 4% of all job vacancies advertised online in 2022, a share that was almost identical to that observed in 2021. Figure 9.20 shows the most frequently mentioned occupations\* for sales-related job advertisements; combined, these seven occupations made up 96% of all sales occupations job vacancy postings.

When compared to 2021, the number of job adverts for sales occupations grew slightly, by 2%, although, given the small number of sales occupations in job advertisement data overall, this growth translated into only a marginal increase in the number of job adverts. As shown in Table 9.13, the strongest growth was for sales related occupations n.e.c. (e.g. retail sales demonstrators), where job adverts rose by more than a third (37%) and sales supervisors (+20%).

Figure 9.20 Most Frequently Mentioned Sales Occupations\*, 2022



Table 9.13 Top Growing\* Sales Occupations, 2021-2022

	2021-2022 % change
Sales related occupations n.e.c.	37%
Sales supervisors	20%
Debt, rent and other cash collectors	16%
Sales and retail assistants	8%
Call and contact centre occupations	7%

Source: CEDEFOP (OVATE)

\*Excludes occupations with fewer than 1,000 adverts

## Skills in adverts for sales occupations

Figure 9.21 shows the most frequently occurring skills mentioned in sales occupations. Combined these skills accounted for 37% of all skills mentioned in adverts for this occupational group. As is to be expected, a range of sales-related skills were amongst the top-mentioned skills in this group.

When compared to 2021, the number of skills mentioned in job adverts for sales occupations grew by 5%. Table 9.14 shows the top growing skills reflecting a growing demand for both transversal skills (e.g. work independently, adapt to different roles, assertiveness) and sales skills (order supplies, sales promotion techniques).

Figure 9.21 Most Frequently Mentioned Skills for Sales Occupations, 2022

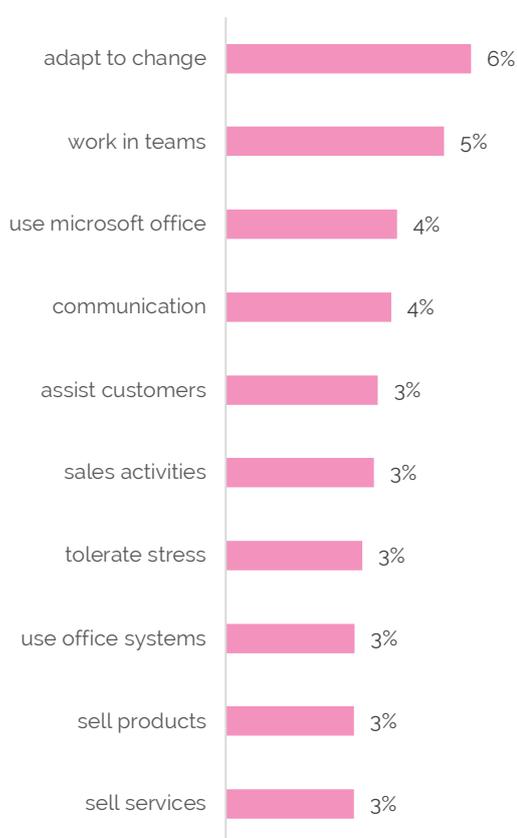


Table 9.14 Top Growing Skills\* for Sales Occupations, 2021-2022

	2021-2022 % change
Work independently	21%
Order supplies	20%
Think proactively	18%
Work in shifts	17%
Maintain relationship with suppliers	16%
Assertiveness	14%
Adapt to different roles	13%
Sales promotion techniques	12%
Sales strategies	12%
Adjust priorities	11%

Source: CEDEFOP (OVATE)

\*Includes only skills mentioned at least 2,500 times in adverts for this occupational group.

## Operative occupations

In 2022, operative occupations made up nearly 5% of job vacancy adverts, down from over 6% in 2021. Figure 9.22 shows the top eight operative occupations; combined these occupations made up more than three quarters of all adverts for operatives in 2022.

When compared to 2021, the number of adverts for operatives fell by nearly a quarter (23%). Nonetheless there were increases for some occupations (Table 9.15), with relatively strong growth for chemical operatives and mobile machine drivers n.e.c. (e.g. digger drivers, excavators, rig/plant operators).

Figure 9.22 Most Frequently Mentioned Operative Occupations\*, 2022

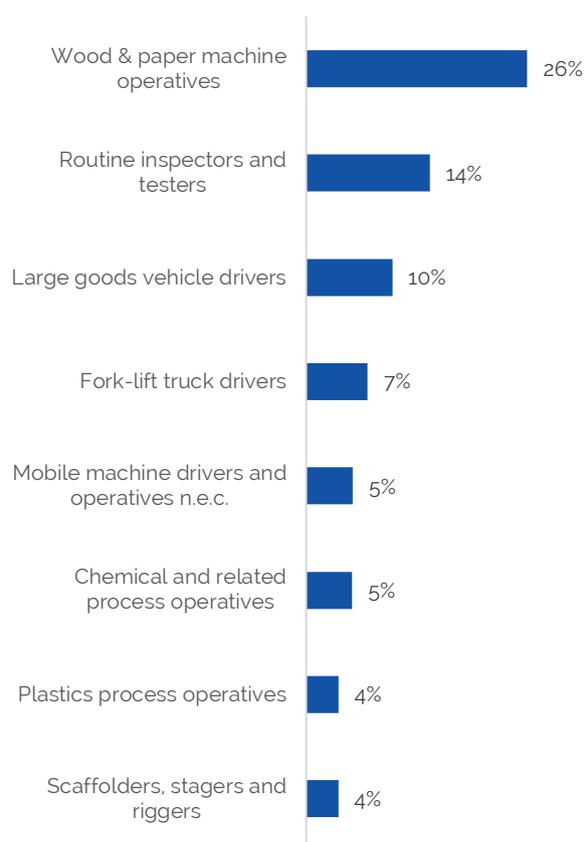


Table 9.15 Top Growing\* Operative Occupations, 2021-2022

Occupation	2021-2022 % change
Chemical and related process operatives	24%
Mobile machine drivers and operatives n.e.c.	19%
Routine inspectors and testers	7%
Scaffolders, stagers and riggers	4%
Paper and wood machine operatives	2%
Plastics process operatives	1%

Source: CEDEFOP (OVATE)

\*Excludes occupations with fewer than 1,000 adverts

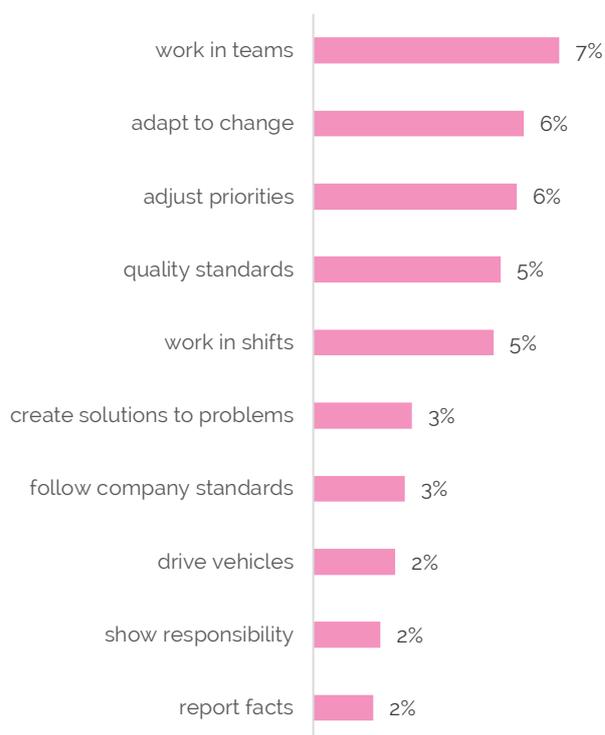
### Skills mentioned in job adverts for operative occupations

Figure 9.23 shows the most frequently occurring skills mentioned in operative occupations. Combined these skills accounted for 41% of all skills mentioned in adverts for this occupational group.

When compared to 2021, the number of skills mentioned in job adverts for operative occupations fell by nearly a third, partly due to the fact that the number of jobs advertised for this occupational group declined sharply over this period. With the exception of driving skills, which remained almost unchanged (<1% increase), the number of mentions declined, and no top growing skills can be meaningfully identified.

\*refers to skills that made up 1% or more of total skill mentions

Figure 9.23 Most Frequently Mentioned Skills for Operative Occupations, 2022



Source: CEDEFOP (OVATE)

## Elementary occupations

As was the case in 2021, elementary occupations accounted for 4% of job vacancy adverts in 2022. Figure 9.24 shows the most frequently mentioned occupations in job adverts in this group. More than two fifths of all elementary job vacancy adverts were for catering related roles (e.g. bar/waiting staff and kitchen/catering assistants).

When compared to 2021, the number of job vacancy adverts for elementary roles was almost unchanged, growing by 0.5%. Only four elementary occupations grew faster than the average for this occupation overall (Table 9.16), with the largest absolute growth for kitchen/catering assistants, at over 800 additional adverts (+19%) year-on-year. Not shown in the table, however, was a concomitant decline in the number of adverts for bar staff (-20%, or nearly 800 fewer ads).

Figure 9.24 Most Frequently Mentioned Elementary Occupations\*, 2022

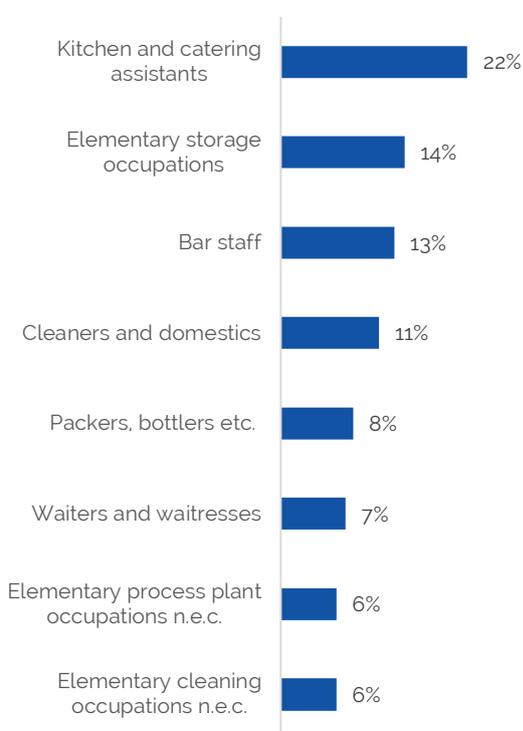


Table 9.16 Top Growing\* Elementary Occupations, 2021-2022

Occupation	2021-2022 % change
Waiters and waitresses	19%
Kitchen and catering assistants	19%
Cleaners and domestics	19%
Elementary storage occupations	1%

Source: CEDEFOP (OVATE)

\*Excludes occupations with fewer than 1,000 adverts

## Skills in adverts for elementary occupations

Figure 9.25 shows the most frequently occurring skills mentioned in elementary occupations. Combined these skills accounted for 45% of all skills mentioned in adverts for this occupational group. Several of the skills mentioned were job-specific (e.g. clean kitchen equipment, drive vehicles) although the most frequently occurring skills remained more generic or transversal (e.g. adapt to change, work in teams).

When compared to 2021, the number of skills mentioned in job adverts for elementary occupations grew by 1%. Above average growth was observed for hospitality or industry related skills.

Figure 9.25 Most Frequently Mentioned Skills for Elementary Occupations, 2022

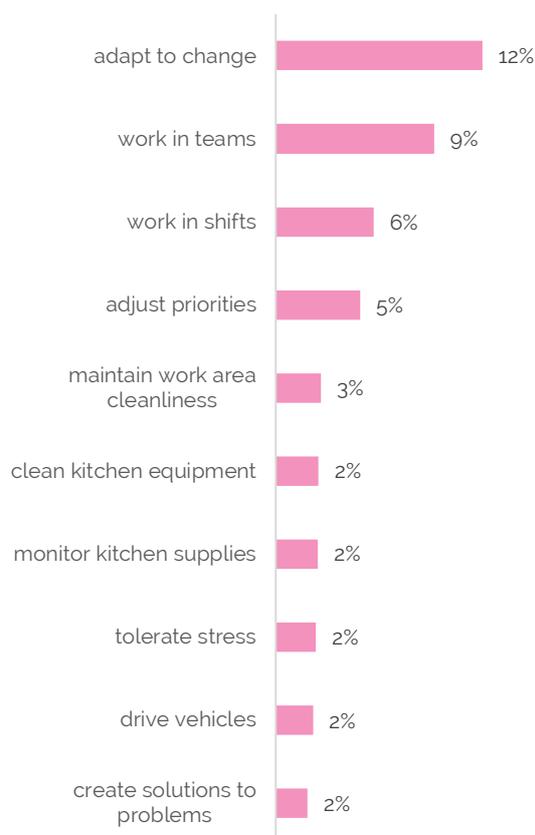


Table 9.17 Top Growing Skills\* for Elementary Occupations, 2021-2022

	2021-2022 % change
Monitor kitchen supplies	18%
Clean kitchen equipment	17%
Follow safety standards in industrial contexts	15%
Work in shifts	11%
Drive vehicles	7%
Report facts	6%
Adjust priorities	5%
Work in teams	4%
Maintain work area cleanliness	2%
Adapt to change	1%

Source: CEDEFOP (OVATE)

\*Includes only skills mentioned at least 2,500 times in adverts for this occupational group.

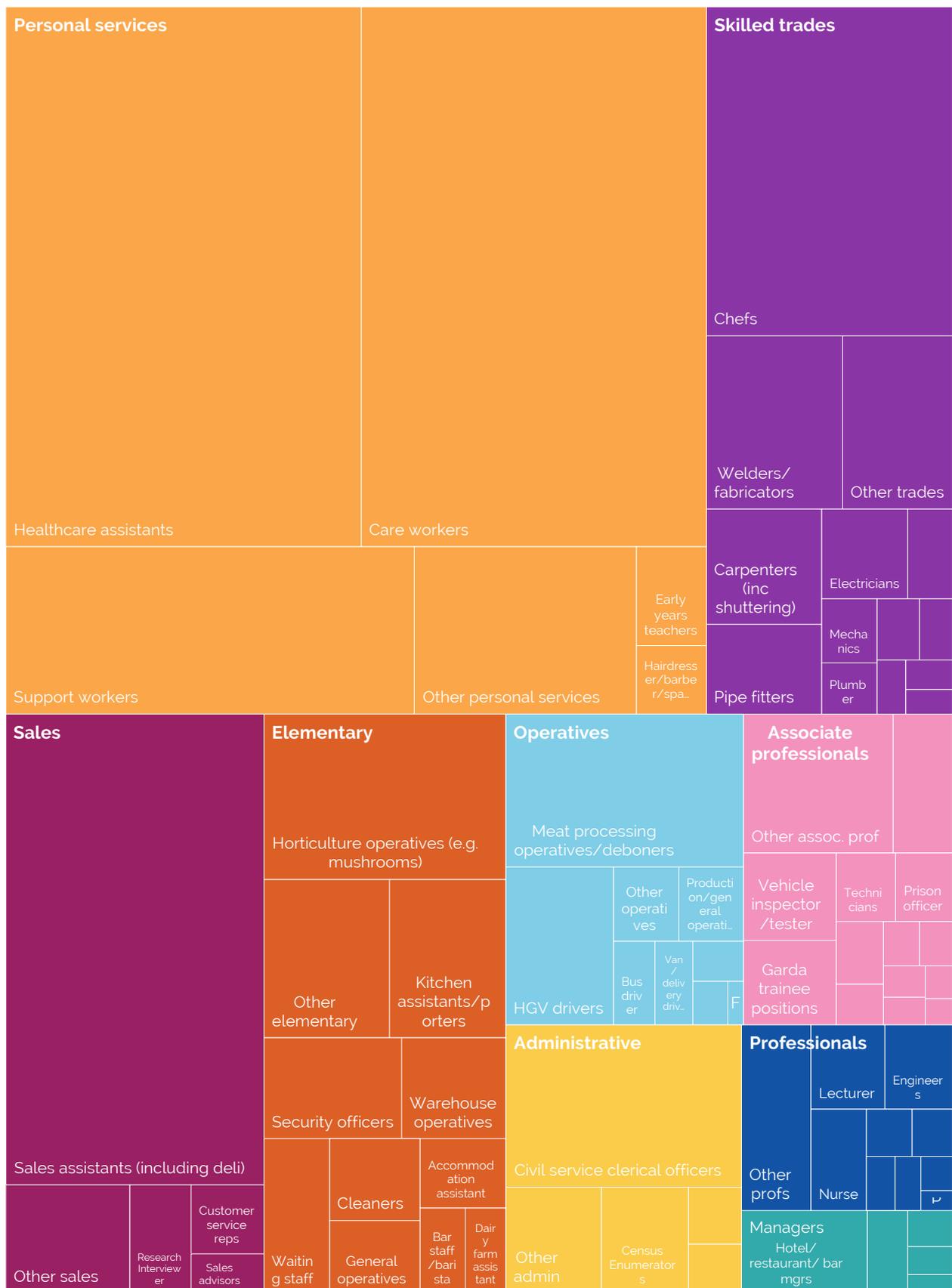
## DSP JobsIreland.ie vacancy adverts

The SLMRU receive DSP JobsIreland.ie vacancy data which is also a subset of the OVATE data examined above. The direct data feed contains additional detail in terms of job title that offers useful insights into the type of roles employers are recruiting through this portal. The vacancies detailed in Figure 9.26 relate to paid positions only from this dataset. The number of paid position posts advertised on DSP Jobs Ireland grew strongly in 2022. Although there was growth in the number of posts advertised across most occupations, this was particularly the case for personal services which saw its share of vacancies grow from 11% to 41% between 2021 and 2022.

In 2022,

- **Managers** accounted for 1% of vacancies, with job titles relating primarily to managers in restaurants, bars and hotels, along with store and farm managers
- **Professionals** accounted for 3% of vacancies, with job titles including lecturers, nurses, various engineers, pharmacists, youth/social workers, accountants, project managers, and financial advisors
- **Associate professional** vacancies (5% of total) included vehicle inspectors and testers, Garda trainee positions, prison officers, various technician roles, camp counsellors (mainly for posts in France), HR roles, marketing specialists, business sales executives, IT support analysts, and bookkeepers/accounting technicians
- **Administrative** vacancies (5% of total) primarily related to the recruitment of civil service clerical officers (both temporary and permanent); there were also vacancies advertised for census enumerators, receptionists, administrators, bookkeepers and transport/stock control clerks
- **Skilled trades** vacancies (14% of total) were primarily for chefs (accounting for almost half of all vacancies in this group), with chef de partie appearing most frequently; adverts for posts for welders/fabricators also occurred frequently, followed by carpenters (including shuttering), pipe fitters, electricians, bricklayers, mechanics (including HGV and aircraft), plumbers, plasterers, painters (including spray), CNC operators, and glaziers
- **Personal services** vacancies (41% of total) increased significantly in 2022 with large numbers of posts advertised for care workers, healthcare assistants and support workers; a smaller share of posts was for early years teachers along with hairdressers, barbers and spa therapists
- **Sales** roles accounted for 13% of vacancies, primarily related to sales assistants (including deli) with approximately three quarters of all sales roles advertised; the remainder were for roles such as customer service representatives, research interviewers, sales advisors and merchandisers
- **Operative** roles accounted for 6% of all vacancies advertised, with the majority relating to meat processing operatives and deboners; there were also vacancies for HGV drivers along with production/general operatives, other drivers (e.g. van, delivery, forklift, bus, machine), scaffolders, insulation installers and seamstresses/dressmakers
- **Elementary occupations** (12% of total) were primarily for agricultural roles (e.g. horticultural operatives, mushroom harvesters, dairy farm assistants), but also for warehouse operatives, cleaners, hospitality roles (kitchen assistants, waiters, bar staff/baristas, accommodation assistants), security officers (including event and retail), baggage handlers, labourers and general operatives.

Figure 9.26 DSP Jobs Ireland Vacancies (Paid Positions Only) by Occupational Group & Key Job Titles, 2022



Source: DSP Jobs Ireland

### 9.3 Recruitment Agency Survey (October 2022)

The SLMRU in SOLAS conducts a recruitment agency survey to gather recruitment agencies' views on vacancies which in their experience are proving difficult-to-fill. Table 9.18 refers to the roles that were most frequently identified as difficult-to-fill when agencies were surveyed in October 2022.

Table 9.18 Summary of Main Job Titles Identified as Difficult-To-Fill, October 2022

<b>Managers</b>	– Project/site/contracts managers in construction
	– Logistics/warehouse/supply chain managers (mid-upper management)
	– Restaurant managers
	– HR managers
	– Facilities managers
<b>Professionals</b>	– Software developers: Java, C++, Python, Scala, .Net, DevOps, front end
	– IT engineers (security, test, site reliability, network)
	– Other IT: big data analysts (e.g., Hadoop, Pig, Cassandra, SQL, Oracle), data scientists, solutions architects, quality analysts, IT project managers
	– Engineering: quality control/quality assurance, electrical, automation, process, mechanical, EHS (environmental health & safety), validation, R&D, manufacturing, chemical
	– Scientists (analytical & process), pharmacists, pharmacovigilance specialists
	– Regulatory affairs, compliance and quality managers/specialists in pharma
<b>Associate professionals</b>	– Business & finance: financial/practice/insurance/revenue accountants, tax specialists, financial controllers (senior roles), actuaries
	– Quantity surveyors, civil/site engineers
	– Nurses (staff, intensive care/theatre, general, renal, oncology), clinical nurse managers, medical consultants and registrars (psychiatric, oncology, anaesthetics, emergency medicine, general practitioners (GPs))
	– Sales/marketing managers, mid managers (all commercial functions), transport planners, customs co-ordinators, field sales agents, procurement administrators.
<b>Administrative</b>	– Health & safety officers, BIM/draughtspersons, site administration roles, planners (construction)
	– IT technicians: tech support/customer care (with language skills), content reviewers, systems administrators
	– Other technicians: maintenance (electrical/mechanical), lab
	– HR recruitment consultants (including financial)
<b>Administrative</b>	– Accounts/financial/office administrative roles, credit control administrators, fund accountants, payroll
	– Freight forwarders, supply chain administration roles
<b>Skilled trades</b>	– Welders: TIG, ARC
	– Construction: carpenters (inc. shuttering), electricians, steel fixers/erectors, curtain wallers, fitters & glaziers, building supervisors/foreman, mechanics
	– Chefs, events/bar managers
<b>Personal services</b>	– Healthcare assistants, nursing home care workers, social care roles
<b>Sales &amp; customer service</b>	– Hotel/commercial/customer service roles, sales representative roles
<b>Operatives and Elementary</b>	– Drivers: reach/forklift drivers, artic, HGV (E+, C1 license), site dump, crane, teleporters
	– Operatives (food, warehouse, packaging, manufacturing, production operatives)
	– Waiting staff, cleaning staff
	– Construction: scaffolders, general labourers, banksman, ground workers, pipe layers

Source: Recruitment Agency Survey, October 2022



## Section 10

# Occupational Employment Profiles

This section provides a statistical analysis of employment at occupational level. Employment profiles are provided for over 95 occupations.<sup>35</sup> The occupations were based on the Standard Occupational Classification (SOC) 2010; in cases where estimated employment was too small to report for statistical reasons, two or more occupations were merged. All of the occupations were then grouped into 16 occupational groups. In general, occupations that were associated with the same sector of employment or occupations with similar duties were grouped together. The occupational groups were as follows:

- science and engineering occupations
- ICT occupations
- business and financial occupations
- healthcare occupations
- education occupations
- social and care occupations
- legal and security occupations
- construction occupations
- other craft occupations
- agriculture and animal care occupations
- hospitality occupations
- arts, sports and tourism occupations
- transport and logistics occupations
- administrative and secretarial occupations
- sales, marketing and customer service occupations
- operative and elementary occupations (labourers) n.e.c.

For each of the occupations, an analysis was conducted using the following indicators

- **Employment:** an annual average of employment figures over the four quarters in 2022
- **Employment growth:** the annualised rate of employment growth for the period 2017-2022
- **Females:** the percentage of females employed in an occupation (based on quarter 4 2022 data from the LFS)
- **Full-time:** the percentage of persons who work full-time in an occupation (based on quarter 4 2022 data from the LFS)
- **Aged 55 years and over:** a higher than average share of persons aged 55 years and over indicates a higher expected retirement rate in the short to medium-term (based on quarter 4 2022 data from the LFS)
- **Non-Irish nationals:** a higher than average proportion of non-Irish nationals in an occupation indicates employers' reliance on sourcing skills/labour from abroad to fill vacancies (based on quarter 4 2022 data from the LFS)
- **Third level qualifications:** the percentage of persons who have attained a third level qualification (based on quarter 4 2022 data from the LFS)
- **Employment permits:** issued to non-EEA nationals in 2022. This is an indicator of the demand for skills that could not be met from domestic or EEA sources. (Based on new permits issued in 2022: Source: Department of Enterprise, Trade and Employment)
- **Recruitment Agency Survey:** presents the results of the SLMRU (SOLAS) Recruitment Agency Survey conducted in October 2022. The occupations with mentions of difficult-to-fill vacancies reported by recruitment agencies are indicated by a “.”

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<sup>35</sup> Appendix A details the list of occupations included in each category

In addition, the outlooks for each of the occupations were determined using the above data and a number of additional sources including

- The **Skills for Growth** data, where employers, working directly with Regional Skills Fora managers (DFHERIS) and/or employer engagement officers (DSP) throughout 2022, identified job vacancies which in their experience were proving difficult-to-fill
- Data on employers' skills needs gathered from Enterprise Ireland's **Spotlight on Skills** workshops
- **Recent job hires** data (from the LFS) refers to those who commenced employment in the previous three months and is examined in detail in Section 7.5; for the outlooks by occupation, a high volume of recent job hires often signals job churn, particularly when there is little evidence of employment growth
- **Vacancy data** from both OVATE and DSP Jobs Ireland (as detailed in Section 9)
- **DSP Jobseekers** data, where relevant, refers to the number of job ready unemployed persons registered with DSP with previous experience in a given occupation (based on data for December 2022; Source: DSP)
- **CSO Census** data for 2016 and 2022 is provided in certain occupations where employment data from the Labour Force Survey is too small to report (Census data does not fully align with LFS employment data)
- **Risk of automation:** consideration is given to the SLMRU report on the future of work and the occupations expected to be most at risk of automation<sup>36</sup>
- **Supply of skills** was approximated using the expected output from the formal education and training system, bearing in mind that education/training provision is not always directly linked to a specific occupation and that for many occupations there are no mandatory qualification requirements
- Reference is also made to any relevant **sectoral and Government reports** which directly impact on skills.

From analysing these numerous data sources, an indication of the outlook for each of the occupations was derived and any shortage or potential shortage was identified.

The term 'shortage' within this report refers only to the situation whereby the supply of skills or labour from within the Irish workforce is insufficient to meet demand. Where possible, a distinction is made between skill or labour shortages. Given that the findings are based on current data, future shortages are only indicated in cases where there is clear evidence that the shortages will persist or if current trends in education provision indicate that future shortages will emerge.

A skills shortage may arise for a number of different reasons. For example, the shortage may reflect a temporary or a sustained increase in the demand for a particular skill, or a reduction in the number of students who are acquiring the relevant qualifications. The most effective way to alleviate a shortage will depend on the reason for which the shortage has arisen. For example, if the shortage is of a temporary nature, it may be more effective to source the scarce skills from abroad, rather than to increase the number of student places in the relevant disciplines.

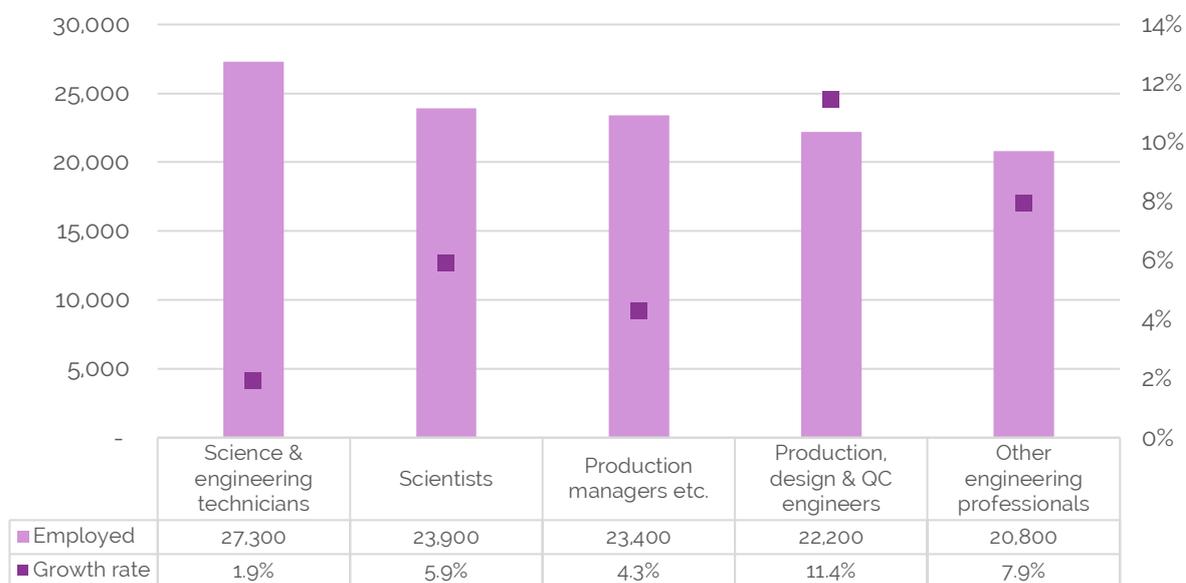
The results also indicate the specific job titles within the occupation that are experiencing shortages because the shortages, in most cases, do not relate to all of the job titles linked to an occupation. The purpose of this bulletin is solely to identify occupations for which shortages exist, without quantifying them. The identification of the cause and magnitude of these shortages and the appropriate (if any) policy response requires further research. The EGFSN's research programme includes a number of such studies.

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<sup>36</sup> [https://www.solas.ie/f/70398/x/56f07c3f44/future-of-jobs-in-ireland\\_report.pdf](https://www.solas.ie/f/70398/x/56f07c3f44/future-of-jobs-in-ireland_report.pdf)

## 10.1 Science & Engineering Occupations

Figure 10.1 Annual Average Employment (2022) & Annual Average Growth Rates (2017-2022)



<b>Overall employment</b>	<b>117,600</b>
<b>Share of total workforce</b>	4.6%
<b>Main sectors of employment</b>	55% - Industry 17% - Professional activities
<b>Employment growth</b>	+28,800 between 2017 and 2022 +5.8% on average annually (compared to +3.0% for total workforce)

2022	% Female Q4	% Full-time Q4	% Aged 55 years & over Q4	% Irish citizens Q4	% Third level graduates Q4	Number of new employment permits	Recruitment Agency Survey
Scientists	53%	95%	...	81%	98%	506	✓
Other engineering professionals	...	99%	...	78%	91%	1,505	✓
Production, design & QC engineers	[32%]	99%	...	77%	95%	1,720	✓
Science & engineering technicians	39%	94%	...	83%	77%	138	✓
Production managers etc.	[23%]	97%	[22%]	78%	80%	76	
<b>Overall total</b>	<b>33%</b>	<b>97%</b>	<b>14%</b>	<b>79%</b>	<b>87%</b>	<b>3,945</b>	

Source: SLMRU (SOLAS) analysis of CSO (LFS) data, DETE, and SLMRU Recruitment Agency Survey (RAS)  
Numbers in square brackets should be treated with caution; an ellipsis (...) denotes numbers too small to report

## Overall Outlook for these Occupations

Employment grew strongly for this occupational group over the five-year period, with above average growth across all occupations excluding technicians; however, between 2021 and 2022, employment grew by just 2,000 persons overall. Over half (55%) of employment was concentrated in industry. Only a third of those employed were female, significantly below the national average of 47%, and almost all employed were in full-time roles. The number of new employment permits issued in 2022, at almost 4,000, exceeded annual employment growth for the year; the share of non-Irish citizens was above the national average for a number of occupations in this group. The recent slowdown of outputs and exports from multinational enterprises, including pharma-related manufacturing, may dampen future growth for some of these occupations if this pattern persists. However, the impact of the green agenda (sustainability) means that as industries in Ireland address issues such as sustainable sourcing, circular lifecycles, energy efficiency, and waste minimization, the skills mix of the workforce will also need to evolve, with a continued strong demand for scientists and engineers in order to fully implement these changes.

Output from third level education remains strong: at levels 8-10, there were nearly 6,000 science awards and over 4,000 engineering/manufacturing awards made in 2021 to students at HEA-funded institutions; annual increases in graduate numbers mean that levels in 2021 were more than a quarter higher than they had been in 2017. Nonetheless, while these numbers are more than sufficient to meet replacement demand and growth, the skills of these graduates are in strong demand across a wide range of other economic sectors (e.g. education, health, ICT). Supply from the FET system has continued to expand, with approximately 5,400 full completers from science or engineering related programmes in 2022 (excludes Safepass certifications), up from 3,300 in 2021. In addition, there is a range of new apprenticeship programmes aimed at developing skills for these occupation with 314 new apprenticeship registrations in 2022 (three times the number for 2017, when the first of these new programmes was introduced).

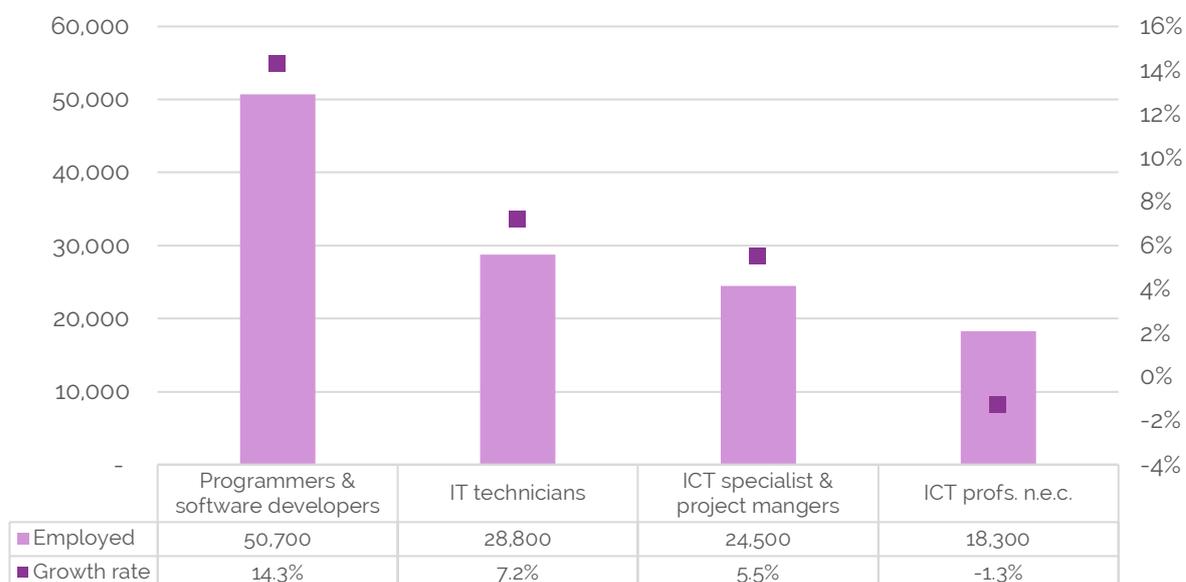
Occupation	Economic summary
Scientists  <b>Skills shortage: Analytical, process, and medical scientists</b>	<p>The annual employment growth rate over the five-year period was above average for this occupation, with employment increasing by almost 2,000 persons between 2021 and 2022. Almost a third of employment was in industry with the remainder spread across many sectors. The number of new employment permits issued grew from 164 to 506 between 2021 and 2022, with two fifths of permits issued for roles in the manufacturing of chemicals/pharma sub-sector for scientists and analysts (e.g. quality control, chemists); other roles include medical scientists/technologists, microbiologists, process development and R&amp;D scientists. In June 2022, medical scientists were moved to the Critical Skills Employment Permit List due to issues with sourcing suitable candidates; in Summer 2023, the Government announced plans to expand the number of training places for medical scientists by 20 places. The Recruitment Agency Survey identified difficult-to-fill vacancy mentions for analytical and process scientists. Online job adverts for this occupation grew slightly in 2022, almost all related to posts for R&amp;D managers. This was the most frequently occurring occupation in online job adverts in 2022.</p> <p>With employment levels increasing and demand still evident, shortages are expected to persist for this occupation, particularly in the chemical/pharmaceutical manufacturing sector, for those with experience and/or in niche areas. The recent decline in the value of pharmaceutical exports in Ireland is unlikely to have a significant impact on the demand for skills as, in addition to being in strong demand in the pharma &amp; biopharma processing industry, they are much sought after elsewhere in both the life sciences sector (e.g. medical devices) and other manufacturing (e.g. food &amp; beverage); in addition, Government focus (and investment) on research and innovation will also sustain the already strong demand for these skills<sup>37</sup>. Shortages of analytical, process and medical scientists are likely to continue.</p>
Production, design & QC engineers	<p>Employment grew strongly for this occupation between 2018 and 2021, although employment remained unchanged in the most recent time period. Almost three quarters were employed in industry. Despite the static employment levels in 2022, there was a significant increase in the number of employment permits issued between 2021 and 2022 (by 1,100), with the industrial sector accounting for half of the increase. Roles for which permits were issued included quality, process, and design engineers. This occupation had the highest number of mentions of vacancies that were difficult to fill in the Recruitment Agency Survey, especially for quality control/assurance.</p>

<sup>37</sup> <https://www.gov.ie/en/publication/27c78-impact-2030-irelands-new-research-and-innovation-strategy/>

<p><b>Skills shortage:</b> <b>Quality control/assurance, process, and design engineer</b></p>	<p>compliance/regulatory and process engineering roles. Employers (through Skills for Growth and/or Spotlight on Skills) have cited roles in design engineering (with specific industry knowledge), quality control and production engineers as being difficult to fill. Demand continues to be strong for this occupation despite static employment levels and issues with recruiting suitably qualified/experienced candidates for these roles are likely to persist.</p>
<p>Other engineering professionals (e.g. mechanical, electrical and electronic engineers)</p> <p><b>Skills shortage:</b> <b>Engineers (mechanical, electrical, automation)</b></p>	<p>Despite a strong five-year annual average employment growth rate, the numbers employed declined marginally between 2021 and 2022. Over half (55%) were employed in the professional activities sector with the remainder spread across industry and other sectors. The number of employment permits issued in 2022 grew strongly (and remained strong in the first five months of 2023) in roles including electrical, mechanical, automation, and validation engineers. There is evidence in the Recruitment Agency Survey of difficulties in filling vacancies for roles in electrical, automation, mechanical, and environmental health &amp; safety (EHS) engineers. Skills for Growth and Spotlight on Skills data highlight issues with sourcing mechanical, automation and process engineers, with project management, Lean Six Sigma, and CAD/AutoCAD skills in particular demand for these roles. Despite a 3% fall in 2022, this occupation was amongst the most frequently mentioned in online job adverts.</p> <p>Overall demand for this occupation may moderate, although this may be offset by any increase in the extension of Industry 4.0 and Industry 5 technologies to more traditional manufacturing sectors and smaller sized companies; in addition, increased activity associated with the generation of green energy (mechanical/electrical) will also drive demand for these skills. As such, difficulty in sourcing suitably qualified and experienced engineers is expected to continue, albeit in smaller numbers.</p>
<p>Science &amp; engineering technicians</p> <p><b>Skills shortage:</b> <b>Maintenance/lab technicians</b></p>	<p>Employment levels fell between 2021 and 2022, by approximately 3,000 persons, but remained above 2017 levels, resulting in a positive, but below average, annual average growth rate for the five-year period. Employment for this occupation was primarily in industry (accounting for a 60% share of employment). Employment permits issued were across a variety of technician roles (e.g. process, manufacturing, laboratory). The Recruitment Agency Survey identified vacancies for maintenance technicians in manufacturing with electrical/mechanical skills as difficult-to-fill. Employers (Skills for Growth) experienced difficulties in filling a range of engineering technician roles, including aircraft technicians and manufacturing technicians, particularly for those with digital skills and knowledge of procedures/processes. There was a 3% increase in the number of online job adverts in 2022, driven by increases in electrical/electronic technicians and, to a lesser extent, laboratory technicians. New apprenticeship registrations for a number of industry related technicians (including lab analysts) have risen strongly since the first of these programmes were introduced in 2017; by 2022 there were 314 new registrations across a range of apprenticeships (lab analyst, manufacturing technology, OEM engineer etc.) up from approximately 100 in 2017. Although demand seems to be lessening for these roles, issues with attracting suitable candidates remain for maintenance and laboratory technicians in particular, at least in the short-term.</p>
<p>Production managers in manufacturing</p>	<p>Employment numbers in this occupation have grown strongly since 2020, with an additional 8,300 persons employed. Employment permits were issued across a number of managerial roles in manufacturing. Skills for Growth and Spotlight on Skills data point to issues in sourcing production managers, often with mechanical engineering, GMP, health &amp; safety, and project management (including Lean processes) skills. Issues in relation to sourcing candidates with specific skills sets and industry experience have been identified and may result in future shortages if employment continues to rise.</p>

## 10.2 ICT Occupations

Figure 10.2 Annual Average Employment (2022) & Annual Average Growth Rates (2017-2022)



<b>Overall employment</b>	<b>122,300</b>
<b>Share of total workforce</b>	4.8%
<b>Main sectors of employment</b>	70% - ICT 9% - Financial activities 8% - Industry
<b>Employment growth</b>	+37,700 between 2017 and 2022 +7.7% on average annually (compared to +3.0% for total workforce)

2022	% Female Q4	% Full-time Q4	% Aged 55 years & over Q4	% Irish citizens Q4	% Third level graduates Q4	Number of new employment permits	Recruitment Agency Survey
ICT specialist & project managers	[30%]	97%	...	81%	87%	974	✓
Programmers & software developers	[17%]	98%	[10%]	61%	92%	4,332	✓
ICT profs. n.e.c.	...	97%	...	59%	82%	3,511	✓
IT technicians	[32%]	94%	...	62%	75%	251	✓
<b>Overall total</b>	<b>24%</b>	<b>97%</b>	<b>9%</b>	<b>65%</b>	<b>86%</b>	<b>9,068</b>	

Source: SLMRU (SOLAS) analysis of CSO (LFS) data, DETE, and SLMRU Recruitment Agency Survey (RAS)  
Numbers in square brackets should be treated with caution; an ellipsis (...) denotes numbers too small to report

## Overall Outlook for these Occupations

Following a period of expansion during the COVID-19 pandemic, many of the large ICT firms in Ireland announced layoffs, restructuring and recruitment freezes in 2022. These changes have not been reflected in the employment data, with employment in the ICT sector reaching its highest levels ever in quarter 2 2023. Online job advertisement data for 2023 to date shows that although strong demand for ICT occupations continues, it is at a lower rate than in 2022. Demand for these roles is evident in all sectors of the economy with ICT skills the second most frequently mentioned skill in job adverts across all occupations (after business/admin). The Summer Economic Insights report from the Department of Finance highlights the fact that continued digitalisation is likely to see demand for these roles continue in the medium term and that the skills profile of those employed in the ICT sector are highly transferable and indeed highly sought after.<sup>38</sup>

A considerable share of persons employed are non-Irish citizens which is also reflected in the large volume of employment permits issued for this group. Although the overall number of new employment permits issued grew considerably in 2022, the numbers issued in 2023 to date are far lower, although still above 2021 numbers. Supply from the education and training system remains strong, with nearly 8,000 graduates from ICT programmes at third level alone. Despite this, demand for a range of ICT skills remains strong across sectors, with shortages likely to persist, although possibly less acute than in earlier years.

Occupation	Economic summary
ICT specialist & project managers  <b>Skills shortage: IT project managers</b>	<p>The annual average employment growth rate for this occupation over the five-year period was strong, with employment levels growing annually since 2018. Those employed were primarily male (70%), working full-time (97%) and the share of non-Irish citizens at 19% was in line with the national average. The number of employment permits issued grew from 359 in 2021 to 974 in 2022; although the majority were for the ICT sector, they also spanned a range of other sectors, with roles including IT project/program manager and technical lead. Vacancies for IT project managers were identified in the Recruitment Agency Survey and by employers (Spotlight on Skills and Skills for Growth) as being difficult to fill. While demand may be slowing, shortages persist for this occupation.</p>
Programmers & software developers  <b>Skills shortage: Software developers/engineers</b>	<p>Employment has grown strongly for this occupation each year over the five-year period, particularly between 2020 and 2021, where it grew by over 9,000 persons. Those employed are primarily male (83%), working full-time (98%), and 85% were aged 25-54 years (exceeding the national average of 69%). Four-fifths were employed in the ICT sector, with the remainder spread across many sectors. Recent job hires in 2022 exceeded any employment growth indicating that job churn is a factor for this occupation. Almost two-fifths (39%) were non-Irish citizens (compared to a national average of 19%). At over 4,300, the number of employment permits issued in 2022 was almost equivalent to the increase in employment over the same time period. Although the number of new employment permits issued in the first five months of 2023 have slowed, they remained above 2021 levels. Most employment permits were issued for the ICT sector, for software engineering/development roles, although permits were also issued across many sectors of the economy.</p> <p>There was a high volume of difficult-to-fill mentions in the Recruitment Agency Survey (various developer roles) and vacancies for software engineers were the most frequently cited occupation in the Skills for Growth data as being difficult to fill, with demand occurring across a range of sectors including manufacturing (e.g. med tech), fintech, ICT, and professional services; the most commonly sought technical skills included scrum/agile and SQL, while transversal skills such as data analysis, data management, communication and problem solving were also in demand. After other engineering professionals, this occupation had the highest number of job postings advertised online in 2022, although the number declined by 6% compared to 2021.</p> <p>While shortages are likely to have eased somewhat compared to earlier years, demand for software developers remains high and shortages are likely to persist economy-wide, including in the industry, finance, education, health, and wholesale/retail sectors.</p>

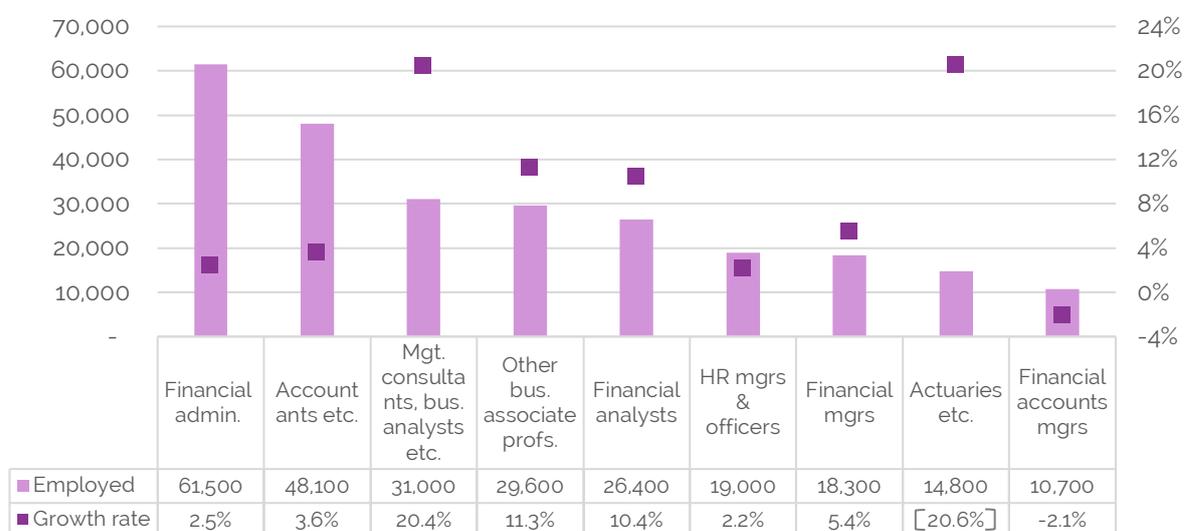
<sup>38</sup> <https://www.gov.ie/en/publication/e7766-economic-insights-summer-2023/>

<p>ICT profs. n.e.c.</p> <p><b>Skills shortage: IT analysts/ engineers</b></p>	<p>The negative average annual employment growth rate over the five-year period for this occupation is partly related to changes in the LFS in 2017; however, employment has declined annually since 2020. Those employed were primarily male, working full-time and held third-level qualifications. The share of non-Irish citizens employed far exceeded the national average (41% compared to 19% nationally). Despite the decline in employment, over 3,500 new employment permits were issued in 2022 across a range of roles including IT analysts/engineers (cloud, security, systems, network, test). There was a high volume of mentions in the Recruitment Agency Survey for network/security and site reliability engineers while vacancies for software testers were cited as difficult to fill by employers in the Skills for Growth data, particularly for those with cybersecurity, cloud computing and HTML skills. The number of online job adverts declined by 12% in 2022, predominantly due to the fall in postings for systems analysts which alone accounted for nearly half the total decline in ICT job postings in 2022.</p> <p>Despite falling employment numbers, strong demand remains evident across the indicators in key areas such as network/cloud and security engineering. The move to remote working since the onset of the pandemic, along with the war in Ukraine, have increased the prevalence of cybersecurity threats<sup>39</sup> with demand for these skills likely to persist. The fall in online vacancy advertisements indicates a slowing in demand but shortages remain, at least in the short-term.</p>
<p>IT technicians</p>	<p>There was a strong annual average employment growth rate over the five-year period for this occupation, although employment declined in the most recent time period. Those employed are primarily male, working full-time, and three quarters hold third level qualifications. The share of non-Irish nationals, at 38%, is far above the national average. Employment permits issued for this occupation in 2022 were for roles including community operations analysts, technical/IT support engineers and customer support. Mentions of difficult-to-fill vacancies in the Recruitment Agency Survey primarily related to technical support roles and content reviewers (with language skills required for both). The number of online job adverts, although small, remained almost unchanged in 2022; more recent data shows, however, that while IT technician postings overall grew slightly (nearly 1%) in quarter 1 2023, the number of job adverts for IT user support technicians declined.</p> <p>Although issues remain in attracting people with specific foreign language skills for some roles within this occupation, the falling employment numbers and the static online job vacancies (potentially related to restructuring and a freeze on hiring in the ICT sector) suggest that there is no overall shortage for IT technicians, at least in the short-term.</p>

<sup>39</sup> Cybersecurity: main and emerging threats | News | European Parliament (europa.eu)

### 10.3 Business & Financial Occupations

Figure 10.3 Annual Average Employment (2022) & Annual Average Growth Rates (2017-2022)



<b>Overall employment</b>	<b>259,400</b>
<b>Share of total workforce</b>	10.2%
<b>Main sectors of employment</b>	35% - Financial activities 20% - Professional activities 10% - Industry 7% - ICT
<b>Employment growth</b>	+70,100 between 2017 and 2022 +6.5% on average annually (compared to +3.0% for total workforce)

2022	% Female Q4	% Full-time Q4	% Aged 55 years & over Q4	% Irish citizens Q4	% Third level graduates Q4	Number of new employment permits	Recruitment Agency Survey
Accountants & tax experts	50%	90%	15%	85%	95%	992	✓
Mgt. consultants, bus. analysts & project managers	46%	93%	...	83%	88%	2,494	
Actuaries, economists & statisticians	[49%]	89%	...	85%	89%	166	✓
Financial analysts and insurance underwriters	43%	95%	...	77%	81%	125	
Other bus. associate profs.	56%	92%	...	78%	84%	294	✓
Financial accounts managers	[48%]	95%	...	82%	82%	36	
Financial managers & directors	[38%]	95%	...	81%	89%	96	
Financial admin. occupations	72%	74%	20%	85%	62%	11	✓
HR managers and officers	74%	92%	...	80%	88%	151	✓
<b>Overall total</b>	<b>55%</b>	<b>88%</b>	<b>14%</b>	<b>82%</b>	<b>82%</b>	<b>4,365</b>	

Source: SLMRU (SOLAS) analysis of CSO (LFS) data, DETE, and SLMRU Recruitment Agency Survey (RAS)  
Numbers in square brackets should be treated with caution; an ellipsis (...) denotes numbers too small to report

## Overall Outlook for these Occupations

Employment has grown steadily for this occupational group in recent years, with an additional 70,000 persons employed since 2017. The financial activities sector accounts for over a third of employment, with the remainder spread across the economy. The number of employment permits issued grew for this group in 2022, reaching over 4,300.

Although the financial sector has been performing well overall, it faces significant skills challenges with the shift in consumer demand for retail banking, increased digitalisation and the move to sustainable financing. The Department of Finance's Retail Banking Review 2022 reported significant job losses in retail banking, particularly in relation to the exit of Ulster Bank and KBC from the Irish market, with retention an issue for the remaining banks.<sup>40</sup> A 2022 report on the financial services in Ireland indicates that demand is being driven by advances in digital technology (particularly distributed ledger technology/blockchain, AI etc) with skills gaps highlighted in data analytics, digital transformation, risk and compliance, leadership, and GDPR/cybersecurity.<sup>41</sup> Spotlight on Skills data identified human resource management, leadership, communication, and project management as key business skills in demand across a range of sectors.

Upskilling and reskilling will be essential across the business and financial occupations in the coming years so as to successfully navigate changes resulting from digitalisation, automation and the increased focus on sustainable finance.

Occupation	Economic summary
Accountants & tax experts	Employment in this occupation has been growing annually since 2019, resulting in an above average annual employment growth rate. The professional activities sector accounted for the largest share of employment at 46%, with industry and the financial activities sectors combined accounting for a further 26%. There was a 4% increase in the number of online job adverts for this occupation in 2022 and a sharp rise in the number of employment permits issued from 336 in 2021 to almost 1,000 in 2022 (this was in line with a significant increase in total permits issued in this timeframe); most permits issued were for the financial sector in auditing roles. The Recruitment Agency Survey identified issues with recruiting various accountancy roles (e.g. financial, tax, practice, insurance) in the financial sector. With such a large occupation, demand is likely to be strong for this role due to replacement demand alone. Upskilling/reskilling will be required for many of those currently employed to adapt to changing skills profiles as a result of digitalisation/AI, climate change (e.g. understanding environmental, social and governance (ESG) practices/criteria), and changing regulation (e.g. Brexit).
Mgt. consultants, business analysts & project managers	The strong five-year annual average growth for this occupation primarily relates to changes in the LFS methodology in 2017, although employment levels have also been increasing annually since then. Two-thirds of employment was across three sectors, namely professional activities, industry and financial activities. The number of employment permits issued in 2022 was significantly higher than in 2021 (growing by over 1,700); permits were mainly for roles in the financial activities and ICT sectors for various consultancy and analyst roles. Despite a 7% fall in the number of online job adverts for this occupation, data from Skills for Growth and Spotlight on Skills highlights difficult-to-fill vacancies for project managers and operations managers, most frequently for experienced candidates and in high-tech manufacturing and mechanical engineering. Although demand is evident for specific skills in this occupation, no shortages have been identified.
Actuaries, economists & statisticians; other business profs.	The strong employment growth for this occupation can be attributed in large part to changes in the LFS methodology in 2017, although employment has increased annually since then, albeit in small numbers. The public administration and defence sector accounted for the largest share of employment at approximately two-fifths. Employment permits issued in 2022 were primarily in the financial activities and ICT sectors in roles including actuaries, data scientists and risk analysts. The Recruitment Agency Survey cited vacancies for data scientist engineers and actuaries as difficult-to-fill. While demand exists for these roles, the numbers involved are likely to be small.

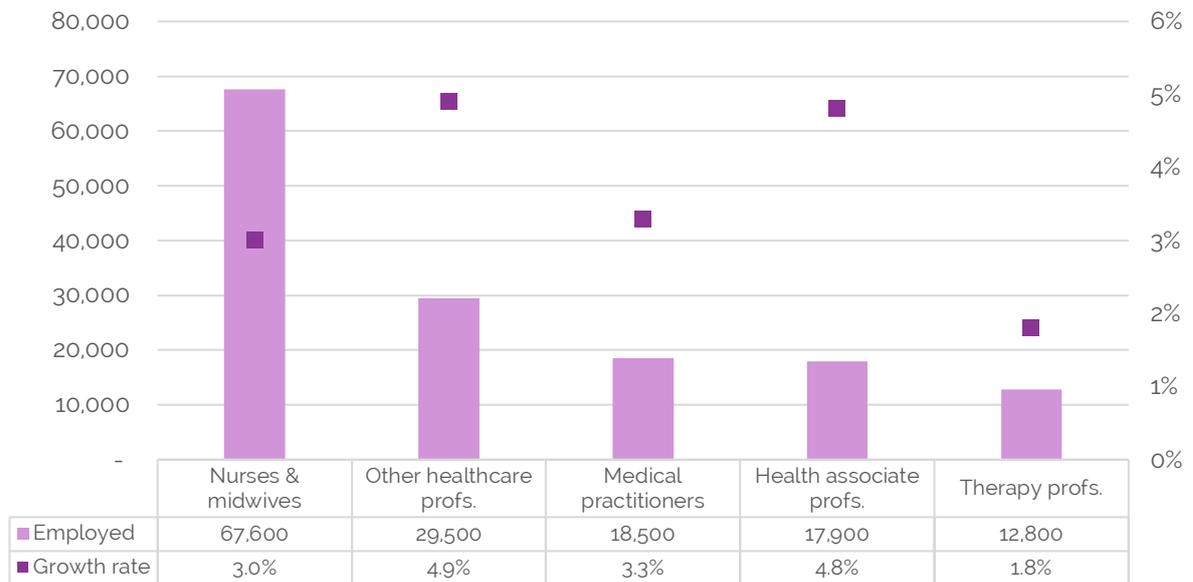
<sup>40</sup> <https://www.gov.ie/en/publication/28cf9-retail-banking-review-november-2022/>

<sup>41</sup> IFS Skillnet - Financial Services in Ireland - Skills of the Future Report <https://www.ibec.ie/-/media/documents/connect-and-learn/industries/financial-services-leasing-and-professional-services/financial-services-ireland/2022/financial-services-in-ireland---skills-of-the-future.pdf>

Financial analysts and insurance underwriters	<p>Employment levels have grown annually since 2018, with particularly strong growth between 2021 and 2022 of an additional 5,500 persons. Almost all employment is concentrated in the financial activities sector. The share of non-Irish citizens employed, at 23%, was above the national average of 19% and was the highest share across the business/financial occupations. The CSO Census data for 2022 shows that finance and investment analysts/advisers account for the largest share of employment in this group at over 70%, with insurance underwriters and brokers making up the remainder. Employment permits issued primarily related to various financial analyst roles in the financial sector. Although employment grew strongly in 2022, a 20% fall in online job adverts (particularly for finance/investment analysts) would signal that this growth rate may slow.</p>
Financial accounts managers	<p>Employment growth over the five-year period was negative for this occupation, with employment declining marginally between 2021 and 2022. Employment permits issued in 2022 related to fund and account managers. The data provides no evidence of issues in relation to this occupation.</p>
Other business associate profs. (e.g. accounting technicians, estimators, valuers)	<p>The five-year annual average growth rate for this occupation was significantly above average, with strong growth observed between 2020 and 2021; employment grew by approximately 2,000 persons between 2021 and 2022. Employment was spread across all sectors of the economy, with the largest share, at just over a fifth, for professional activities. Employment permits, primarily in the ICT sector, spanned a number of roles, including data analysts, account strategists and logistics specialists. While the number of online job adverts (OVATE) remained almost unchanged in 2022 for this occupational group, there was a 6% increase in adverts for financial and accounting technicians (although the numbers involved are small). Employers (Skills for Growth &amp; Spotlight on Skills) have signalled difficulties in recruiting data analysts. Furthermore, data analysis skills were required in other difficult-to-fill job roles such as engineers, software developers, and lab analysts. Demand for data analytics skills is evident; however, rather than existing only as standalone roles, these skills are increasingly embedded in other occupations.</p>
Financial managers & directors	<p>Employment has grown annually for this occupation since 2019, resulting in an above average annual growth rate over the five-year period. Between quarter 4 2021 and quarter 4 2022, there was little growth in employment for the financial institution managers, with most of the growth relating to other financial managers/directors. Four-fifths of employment is concentrated in the financial activities sector. Although small in number, online job adverts grew by 7% in 2022. Spotlight on Skills data points to a continuing demand for a range of financial related skills, including financial management, acumen, analysis and forecasting. Skills for financial managers, and in particular financial institution managers, are evolving with the changing nature of the financial sector, e.g. the impact of automation and digitalisation, the move to online banking and the transition to sustainable finance, with upskilling/reskilling likely to be a key requirement to meet future demand.</p>
Financial admin.	<p>Financial administration roles accounted for the largest occupation in this group. Employment declined marginally between 2021 and 2022, although the annual average employment growth rate over the five-year period was slightly above the national average. Despite the fall in employment, there was a high volume of recent job hires indicating that job churn is a feature of this occupation. Almost three quarters of those employed in these roles were female, and 62% held third-level qualifications. Approximately two-fifths of persons employed were in the financial sector, with the remainder spread across most other sectors. The number of online job adverts grew strongly (nearly 12%) in 2022 driven entirely by increases for book-keepers/payroll managers etc. Difficult-to-fill vacancies (noted in the Recruitment Agency Survey and the Skills for Growth data) related to accounts administration (payable/receivable) staff, fund accountants, and credit controllers (some with languages) and payroll administration; skills in particular demand included digital skills and knowledge of accounting systems. For such a large occupation, and with a high level of job churn, demand for these roles is likely to continue in the short to medium term.</p>
HR managers and officers	<p>The annual average employment growth rate for this occupation was almost on a par with the national average, with employment growing by 3,600 persons between 2021 and 2022. Of the total employment permits issued in 2022, over half were for the ICT sector. The number of online job adverts (OVATE) declined by 5% in 2022, following strong growth the preceding year. Although there was little evidence from employers that these roles were proving difficult-to-fill, the skills required for this occupation have shifted somewhat, with data from Spotlight on Skills indicating a strong demand for talent management/employee engagement skills, as companies increasingly focus on staff retention rather than recruitment in a tight labour market. Demand for this occupation depends very much on hiring activity in the economy overall; slower growth and a reduced number of job-changers, particularly in sectors such as ICT, will likely dampen the demand for HR staff, and a return to the 2021 increase in employment (driven by post-pandemic re-hiring) is unlikely in the short-term.</p>

## 10.4 Healthcare Occupations

Figure 10.4 Annual Average Employment (2022) & Annual Average Growth Rates (2017-2022)



<b>Overall employment</b>	<b>146,300</b>
<b>Share of total workforce</b>	5.7%
<b>Main sectors of employment</b>	88% - Health sector
<b>Employment growth</b>	+23,000 between 2017 and 2022 +3.5% on average annually (compared to +3.0% for total workforce)

2022	% Female Q4	% Full-time Q4	% Aged 55 years & over Q4	% Irish citizens Q4	% Third level graduates Q4	Number of new employment permits	Recruitment Agency Survey
Medical practitioners	44%	87%	[22%]	71%	100%	2,162	✓
Therapy profs.	89%	[69%]	...	95%	99%	53	
Nurses & midwives	91%	80%	17%	69%	95%	3,837	✓
Other healthcare profs.	69%	82%	[25%]	82%	95%	323	✓
Health associate profs.	76%	68%	...	82%	70%	23	
<b>Overall total</b>	<b>78%</b>	<b>79%</b>	<b>19%</b>	<b>75%</b>	<b>93%</b>	<b>6,398</b>	

Source: SLMRU (SOLAS) analysis of CSO (LFS) data, DETE, and SLMRU Recruitment Agency Survey (RAS)  
Numbers in square brackets should be treated with caution; an ellipsis ( ...) denotes numbers too small to report

## Overall Outlook for these Occupations

Employment growth over the five-year period for healthcare occupations was slightly above the national average although growth between 2021 and 2022 was particularly strong, with an additional 15,000 persons employed. Employment permits continued to be a significant source of skills for these occupations with 6,400 new permits issued in 2022.

The Sláintecare Action Plan 2023 details progress made in 2022 in addressing staffing needs, such as the recruitment of 2,400 healthcare workers for the Enhanced Community Care (ECC) Programme and the agreement for additional undergraduate places in medicine from September 2022; the report estimates that there were an additional 17,298 whole time equivalent (WTE) staff working in health services since January 2020, including an additional 4,592 nurses and midwives, 2,654 health and social care professionals, and 1,758 doctors and dentists. Budget 2023 allocated a record €23.4 billion for the health sector; the additional services announced will require further staffing, with future recruitment of 6,000 persons announced. A 2022 ESRI report estimated that the healthcare workforce (e.g. doctors, nurses, healthcare assistants, various therapists) will need to grow by between 1.7% and 2.1% or by between 12,400 and 15,500 WTE posts on average annually for the forecast period to 2035 in order to meet recruitment demands in acute hospitals alone arising from a number of factors (including the implementation of Sláintecare).<sup>42</sup> The number of training places for many healthcare occupations is expected to increase strongly in the coming years, particularly for nursing, medicine, and therapy related courses, which may go some way in alleviating current issues with sourcing many of the healthcare occupations.

Occupation	Economic summary															
<p>Medical practitioners</p> <p><b>Skills shortage: Medical practitioners</b></p>	<p>The annual average employment growth for medical practitioners was slightly above average over the five-year period, with strong growth between 2021 and 2022. Almost 30% of those employed in this occupation were non-Irish citizens, with employment permits still acting as a source of supply of skills; over 2,100 new permits were issued in 2022 across a range of specialities. Supply from the third level education system is set to expand by 200 additional places by 2026 (beginning with an increase of 60 places each in 2022 and 2023). Given the duration of medical training, however, this increased supply is not expected to have an impact on the labour market in the short-to-medium term. Issues in relation to GPs are being addressed with an announcement that the number of GP training places will be increased to 350 in 2024 from 258 in 2022 and an expansion of the non-EU GP Training Scheme from 50 to 250 by the end of 2024.<sup>43</sup> However, the increasing demand for medical practitioners as a result of factors such as the roll-out of the Sláintecare Action Plan, the ageing population and the tackling of the lengthy waiting lists (exacerbated as a result of COVID-19) will result in continued shortages for this occupation.</p>															
<p>Therapy profs.</p>	<p>Employment growth was below average for therapy professionals, with levels in 2022 remaining below that of 2020. Although LFS data does not allow for a detailed breakdown of employment in this group, Census data for 2016 and 2022 shows detailed employment as follows:</p> <table border="1"> <thead> <tr> <th>CSO Census</th> <th>2016</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Physiotherapists</td> <td>3,362</td> <td>4,372</td> </tr> <tr> <td>Occupational therapists</td> <td>1,929</td> <td>2,765</td> </tr> <tr> <td>Speech and language therapists</td> <td>1,301</td> <td>1,811</td> </tr> <tr> <td>Therapy professionals n.e.c.</td> <td>2,590</td> <td>4,002</td> </tr> </tbody> </table> <p>Despite the lack of overall employment growth in recent years, issues with recruitment resulted in a number of therapist roles (occupational, physiotherapists and speech and language) being added to the Critical Skills Employment Permit List in June 2022. A total of 53 new permits were issued in 2022, primarily for physiotherapists with a small number for occupational and speech &amp; language therapists. The delivery of the Sláintecare report, particularly in terms of community care and mental health services, will require additional staffing in these occupations and, while a combined total of 100 additional training places are planned for occupational, physio, and speech/language therapists in Ireland and Northern Ireland's education system, given the duration of training programmes, recruitment difficulties for these posts are unlikely to ease in the short-to-medium term. However, as employment levels are not increasing and the data does not allow for detailed analysis, it is not possible to determine if shortages exist for this occupation at present.</p>	CSO Census	2016	2022	Physiotherapists	3,362	4,372	Occupational therapists	1,929	2,765	Speech and language therapists	1,301	1,811	Therapy professionals n.e.c.	2,590	4,002
CSO Census	2016	2022														
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<sup>42</sup> <https://www.esri.ie/system/files/publications/RS147.pdf>

<sup>43</sup> <https://www.irishtimes.com/health/2023/06/02/number-of-gp-training-places-to-be-ramped-up-in-bid-to-tackle-workforce-and-workload-crisis/>

Nurses & midwives

**Skills shortage: Nurses**

The Slaintecare Action Plan 2023 highlights that an additional 4,592 nurses/midwives were employed in the health service since 2020; funding for an additional 149 posts for advanced nurse and midwife practitioners has also been secured. In addition, the Minister for Health has announced funding for 854 additional nursing posts.<sup>44</sup> Over 3,000 new employment permits were issued for nurses in 2022, primarily for staff nurses. This reliance on supply from outside of Ireland has resulted in an increasing share of nurses who are non-Irish citizens (at over 30% in quarter 4 2022). Vacancies for nurses appeared frequently in the vacancy data in 2022 (both DSP and OVATE) and difficult-to-fill vacancies in the Recruitment Agency Survey included for staff nurses, theatre, ICU, oncology, nurse managers. Supply from the higher education system is expected to increase, with the announcement in Summer 2023 of an additional 208 places on nursing courses to be made available in Irish higher education institutions and a further 200 places reserved for students from the Republic of Ireland, to be delivered in Northern Ireland<sup>45</sup>. Nonetheless, given the duration of training programmes, demand for nurses is likely to continue to outweigh supply leading to a continued shortage, with replacement demand alone for such a large occupation contributing to continued job openings.

Other healthcare profs. (e.g. pharmacists, psychologists, dentists, radiographers, vets & health services managers)

Employment growth was above the national average for this occupation, although employment in 2022 were similar to 2021 levels. The CSO Census data shows that employment was spread across a large number of roles in 2022, with increases across all within this occupation since 2016.

CSO Census	2016	2022
Pharmacists	4,779	5,945
Health services/public health managers/directors	1,869	3,849
Psychologists	2,345	2,907
Veterinarians	1,898	2,491
Medical radiographers	1,811	2,368
Dental practitioners	2,073	2,289
Health professionals n.e.c.	1,087	1,686
Health care practice managers	1,336	1,616
Social services managers and directors	955	1,485
Ophthalmic opticians	839	996
Podiatrists	503	547

While the numbers employed have increased since 2016, for the most part, the supply from the education and training system has not, and plans to expand training will not have an impact on the potential supply to the labour market in the short-term, given the duration of training required.<sup>46</sup> This has led to issues for a number of roles within this group; for instance, there is an increasing number of students opting to study veterinary medicine in Poland due to the lack of available places to study in Ireland.<sup>47</sup> Psychologists and pharmacists were added to the employment permits Critical Skills list in June 2022 although new permits issued in 2022 primarily related to radiographers/sonographers, with a small number issued for dentists and pharmacists. With a quarter of those employed aged 55 years or older, replacement demand alone will create job opportunities in the coming years. Demand remains high across these occupations and issues with recruitment are occurring; however, as the numbers employed are too small across the roles for detailed analysis, evidence of shortages are difficult to determine.

Health associate profs. (e.g. pharma/ medical technicians, dental nurses, paramedics, dispensing optician)

Employment growth was strong for this occupation, particularly between 2021 and 2022. Census data shows that employment grew across all roles in this group between 2016 and 2022, with the strongest growth for pharmaceutical technicians.

CSO Census	2016	2022
Pharmaceutical technicians	3,844	4,894
Medical and dental technicians*	4,267	4,851
Paramedics	1,384	1,674
Health associate professionals n.e.c.	3,317	3,709

*Note: no employment data for dental nurses in the Census*  
*\* Does not include laboratory technicians which are discussed in Section 10.1*

The number of online job adverts for pharmaceutical technicians grew strongly in 2022 (+14%); skills in demand included, among others pharmaceutical knowledge, the ability to provide customer service & advice, and business skills, such as product sales. A small number of employment permits were issued in 2022 for cardiac physiologists and paramedics. The available data sources do not signal any issues in relation to supply and demand for health associate professional occupations; however, if employment was to continue to increase, recruitment issues may emerge.

<sup>44</sup> [gov.ie](http://gov.ie) - Minister Donnelly announces recruitment of an additional 854 nursing posts to implement safe staffing this year

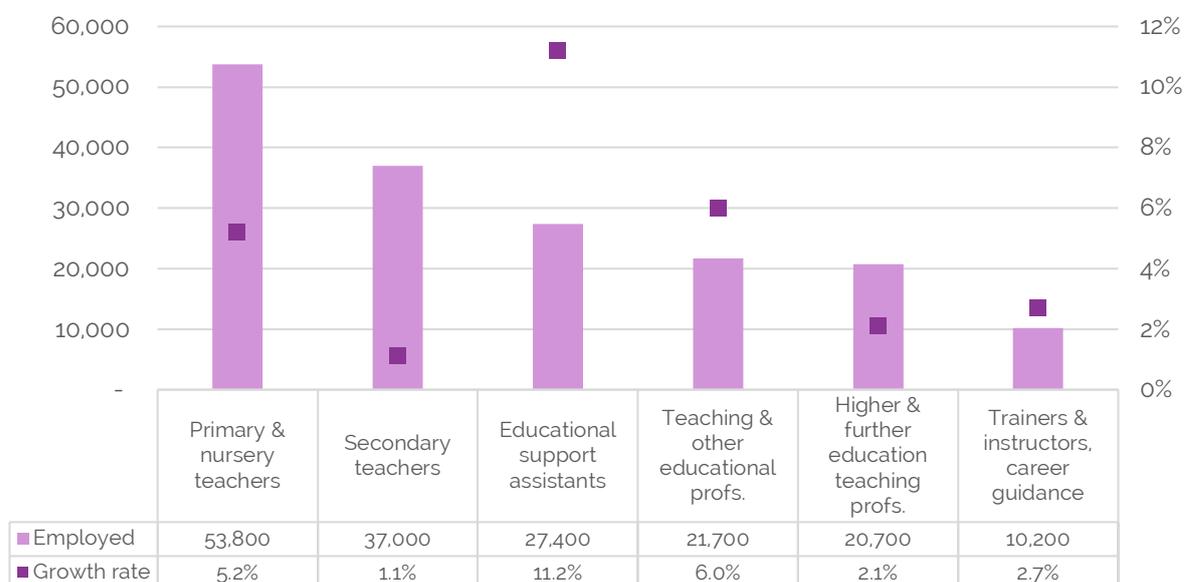
<sup>45</sup> [gov.ie](http://gov.ie) - Ministers Harris and Donnelly announce significant third level expansion for key healthcare and therapy areas

<sup>46</sup> In Summer 2023, plans were announced to expand training in pharmacy (+15 places), podiatry (+25 places), clinical measurement science (+34), radiotherapy (+5), dentistry (+63) and veterinary medicine (+230) ([www.gov.ie](http://www.gov.ie)).

<sup>47</sup> Why are there so many Irish vet students in Poland? ([rte.ie](http://rte.ie))

## 10.5 Education Occupations

Figure 10.5 Annual Average Employment (2022) & Annual Average Growth Rates (2017-2022)



<b>Overall employment</b>	<b>170,700</b>
<b>Share of total workforce</b>	6.7%
<b>Main sectors of employment</b>	94% - Education sector
<b>Employment growth</b>	+34,000 between 2017 and 2022 +4.5% on average annually (compared to +3.0% for total workforce)

2022	% Female Q4	% Full-time Q4	% Aged 55 years & over Q4	% Irish citizens Q4	% Third level graduates Q4	Number of new employment permits	Recruitment Agency Survey
Higher & further education teaching profs.	45%	84%	[25%]	81%	96%	89	
Secondary teachers	70%	85%	[13%]	94%	98%		
Primary & nursery teachers	85%	81%	[8%]	97%	94%	4	
Teaching & other educational profs.	74%	71%	[29%]	92%	88%	19	
Educational support assistants	92%	65%	30%	91%	44%		
Trainers & instructors, career guidance	[58%]	[81%]	...	[77%]	[81%]	14	
<b>Overall total</b>	<b>75%</b>	<b>79%</b>	<b>19%</b>	<b>92%</b>	<b>86%</b>	<b>126</b>	

Source: SLMRU (SOLAS) analysis of CSO (LFS) data, DETE, and SLMRU Recruitment Agency Survey (RAS)  
Numbers in square brackets should be treated with caution; an ellipsis ( ...) denotes numbers too small to report

## Overall Outlook for these Occupations

The annual average employment growth for education occupations was above the national average, although more recently between 2021 and 2022, the increase was slower, with an additional 3,100 persons employed. Growth was primarily driven by increases in the numbers employed as primary school teachers and educational support assistants. Primary school enrolments are projected to decline annually to 2033, with enrolments in post-primary schools peaking in 2024, and declining thereafter<sup>48</sup>. However, the war in Ukraine has had an impact on enrolment figures in the education and training system, as the official enrolment projections pre-date the war. At the end of May 2023, almost 15,600 Ukrainian pupils were enrolled in schools across Ireland; of these, 10,100 were in primary schools and a further 5,500 were enrolled in post-primary schools<sup>49</sup>. The introduction of Ukrainian students has temporarily halted the decline in primary school enrolments and further increased post-primary school enrolments, although how they will impact on longer-term projections is as yet unclear.

Future demand for teaching professionals will be dependent on enrolment levels across all regions in Ireland, any changes to pupil-teacher ratios and other policy initiatives. In terms of supply, increased provision will help alleviate staffing needs, but the increased cost of living and the shortage of housing supply also appears to be having an impact on the recruitment and retention of teachers in Ireland.

Occupation	Economic summary
Higher & further education teaching profs.	The five-year annual average growth for this occupation was below average, with employment levels in 2022 unchanged from the previous year. Vacancies for this occupational group primarily related to lecturers (DSP data), with lecturers across a variety of disciplines also featuring in the employment permit data in 2022. This occupation has a high share of those employed aged 55 years and over (at 25%), indicating that replacement demand alone may create job opportunities in future years. Demographic factors may also lead to an increased demand for these roles, although this will be dependent on government funding.
Secondary teachers	Employment growth was below average for secondary teachers with numbers remaining relatively unchanged since 2020. Enrolments in post primary schools have been increasing in recent years, with some, but not all, of the most recent increase due to the enrolment of nearly 5,500 Ukrainian pupils in 2022/23; enrolments were expected to decline from 2025, although this may depend on migration patterns (such as the presence of Ukrainian students). Teachers with specific subject combinations remain difficult to source, however. A 2021 report by the Department of Education noted particular challenges in recruiting teachers of STEM, modern Irish, modern foreign languages and home economics subjects. <sup>50</sup> A recent survey by ASTI on recruitment, retention and supply of teachers highlighted particular difficulties in recruiting teachers for Mathematics and Irish and also signalled that issues such as pay and availability of housing is a significant deterrent for attracting teachers to the sector. <sup>51</sup> The Department of Education has introduced a suite of measures to address teacher demand in priority subjects, including procuring Level 8 programmes to upskill teachers to teach Mathematics, Physics and Spanish as well as a pilot scheme to facilitate teacher sharing between schools. <sup>52</sup>
Primary & nursery teachers	Employment growth for primary teachers was above average, although employment remained unchanged since 2021. Despite the lack of employment growth in 2022, there was a significant number of recent job hires, which may relate to the recruitment of substitute teachers or those on temporary contracts. Although enrolments in primary schools were expected to decline over the coming years, the arrival of Ukrainian students has reversed this decline: there were 10,141 Ukrainian pupils enrolled in Ireland's primary schools in 2022/2023. An additional 610 primary teacher training places are due to come on stream over the next two years on a temporary basis to assist with alleviating issues filling vacant teacher posts. <sup>53</sup> Future demand for primary teachers will depend on demographic patterns, pupil-teacher ratios and other policy initiatives, while the supply of teachers will be impacted by factors such as cost of living and housing supply.

<sup>48</sup> Department of Education, Projections of full-time enrolments, Primary and Second Level, 2021-2040. November 2021

<sup>49</sup> <https://www.gov.ie/en/press-release/37c38-department-of-education-confirms-15589-ukrainian-pupils-currently-enrolled-in-irish-schools/>

<sup>50</sup> Department of Education, Developing a Teacher Demand & Supply Model for Ireland 2021-2038. May 2021

<sup>51</sup> <https://www.asti.ie/document-library/asti-survey-2023/>

<sup>52</sup> <https://www.gov.ie/en/publication/30ed2-launch-of-teacher-sharing-scheme-pilot/>

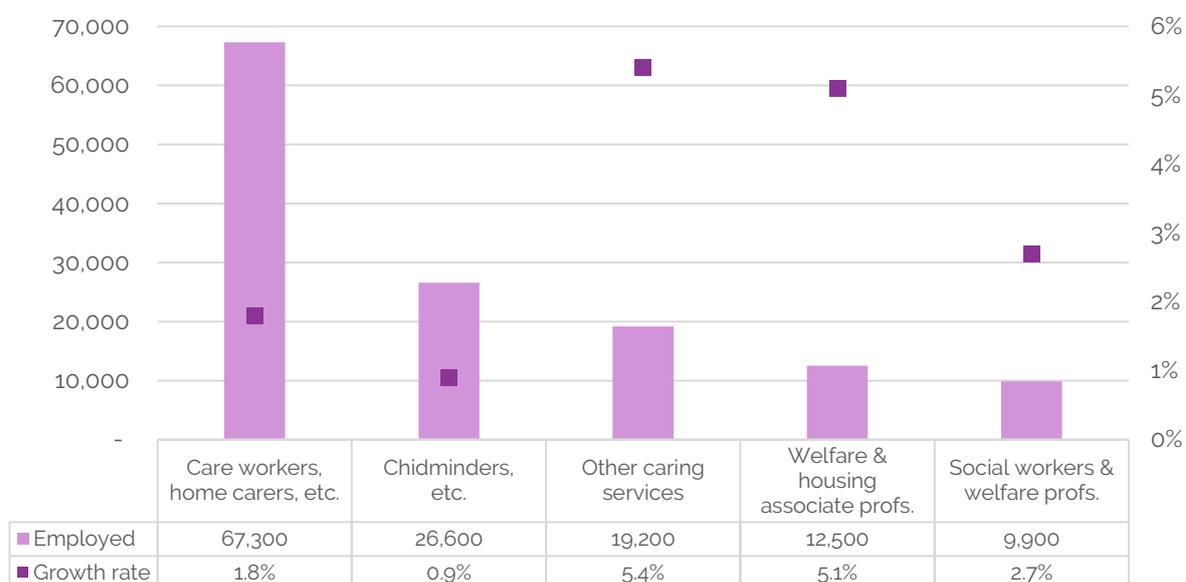
<sup>53</sup> <https://www.gov.ie/en/press-release/1e3fg-minister-foley-announces-610-additional-places-on-primary-initial-teacher-education-ite-programmes-over-2023-and-2024/>

Teaching & other educational profs.	Despite a strong employment growth in the five-year period for this occupation (which includes special needs teachers, nursery managers/owners and school principals), employment levels fell slightly since 2021. Budget 2023 announced that by the end of 2023 there will be 686 additional posts for special education teachers. <sup>54</sup> This occupation has a high share of persons employed aged 55 years and over which may see increased replacement demand in future years.
Educational support assistants	Employment growth for educational support assistants was strong over the five-year period and since 2021. The demographic growth in the total school-going age cohort in recent years and additional government funding allocated for these roles have led to this growth. Additional funding for 1,194 special needs assistants' posts was announced in Budget 2023; of these 62% were to support new special classes, 28% in mainstream schools for reviews and appeals, and 10% to support special schools. With 30% of those employed aged 55 years and over, job openings due to replacement demand alone are likely in the coming years. Further employment growth will be dependent on government funding.
Trainers & instructors, career guidance	Employment growth was below average over the five-year period, with little growth since 2020. It should be noted that career guidance professionals working in the second level system are most likely captured in the secondary teaching occupations. Employment permits issued in 2022 were all intra-company transfers and related to roles outside of the education sector.

<sup>54</sup> Department of Education (2022), Main features of Budget 2023 Department of Education

## 10.6 Social & Care Occupations

Figure 10.6 Annual Average Employment (2022) & Annual Average Growth Rates (2017-2022)



<b>Overall employment</b>	<b>135,500</b>
<b>Share of total workforce</b>	5.3%
<b>Main sectors of employment</b>	87% - Health 7% - Other NACE activities
<b>Employment growth</b>	+15,400 between 2017 and 2022 +2.4% on average annually (compared to +3.0% for total workforce)

2022	% Female Q4	% Full-time Q4	% Aged 55 years & over Q4	% Irish citizens Q4	% Third level graduates Q4	Number of new employment permits	Recruitment Agency Survey
Welfare & housing associates profs.	[67%]	[76%]	...	95%	86%	-	
Childminders, etc.	98%	60%	...	82%	[32%]	13	
Other caring services	69%	76%	[19%]	78%	[34%]	2,650	✓
Social workers & welfare profs.	[63%]	[88%]	...	[71%]	[92%]	15	
Care workers, home carers, etc.	80%	59%	26%	83%	36%	220	✓
<b>Overall total</b>	<b>80%</b>	<b>65%</b>	<b>21%</b>	<b>82%</b>	<b>42%</b>	<b>2,898</b>	

Source: SLMRU (SOLAS) analysis of CSO (LFS) data, DETE, and SLMRU Recruitment Agency Survey (RAS)  
Numbers in square brackets should be treated with caution; an ellipsis (...) denotes numbers too small to report

## Overall Outlook for these Occupations

Employment growth for social and care occupations is slightly below the national average, with an additional 15,000 persons in employment since 2017. Employment is primarily in the health sector. The number of new employment permits issued grew from 60 in 2021 to almost 2,900 in 2022 due to both increased demand and the re-introduction of quotas for care workers. Demand for these roles in the coming years will be dependent on changing demographics, with the number of 0–4-year-olds declining and the number of those aged 65 years and older rising.

Occupation	Economic summary
Welfare & housing associate profs.	The annual average employment growth rate for this occupation continued to be strong across the five-year period. Census data for 2022 indicates that youth and community workers account for the largest share of occupations within this group and vacancies announced through DSP Jobs Ireland in 2022 were primarily for these roles.
Childminders, etc.	The five-year average employment growth for this occupation was below the national average, with a decline of over 3,000 persons employed between 2021 and 2022. Almost all employed in quarter 4 2022 were female, 40% were employed part-time and a third held third level qualifications. The high number of recent job hires in 2022 without any employment growth would suggest a significant volume of job churn is occurring for this occupation. There was also a relatively high number of jobseekers registered with DSP in December 2022 who were classified as previously employed in childcare roles. A Government report on workforce planning for childcare workers includes measures to both raise qualification levels for childcare workers and to enhance the attractiveness of the job so as to improve retention for these roles. <sup>55</sup> There is significant supply from the education system for these roles, with 3,263 QQI major awards in 2021 and circa 800 level 8 awards in higher education. Future demand for childcare workers will depend on demographic factors (with the number of 0–4-year-olds in the population declining), childcare usage (Census 2022 indicates that 28% of under 5s are in some form of formal childcare), and Government childcare strategies such as the National Childcare Scheme (extension of this scheme to include informal childminders is estimated to reduce demand for formal childcare services by approximately 20 percentage points <sup>56</sup> ).
Social workers & welfare profs.	Employment growth for this occupation was slightly below average, with employment declining slightly between 2021 and 2022. The share of non-Irish citizens at 29% is higher than the national average. A small number of new employment permits were issued in 2022 for social workers. Approximately 1,300 awards were made in 2021 at level 8 or higher in the broad social work field. A report in 2022 by the Irish Association of Social Workers identified retention of social workers to be a key issue, particularly in areas of child protection and adult safeguarding. <sup>57</sup> Despite issues with recruitment and retention of suitably qualified social workers remaining, the data does not currently point to a shortage.
Care workers, home carers, etc.  <b>Labour shortage: Care workers</b>	Although the annual average employment growth rate for this occupation was below average, employment has been growing since 2020. Those employed in this occupation are primarily female, a high share are employed in part-time roles (41%), and more than a quarter are aged 55 years or older. Recent job hires in 2022 exceeded employment growth indicating a level of job churn. There was a large volume of vacancies advertised through DSP and over 200 new employment permits were issued in 2022; in addition, in December 2022, a quota of 1,000 general employment permits was announced for carers and home carers. The high number of persons employed in this occupation, and the older age profile, indicates that replacement demand alone will create a high number of job opportunities for these roles; the increased demand for these services with our ageing demographics suggest that shortages are likely to continue in the short-medium term at least. Issues with the attractiveness of the job and job churn are further exacerbating the shortage.
Other caring services  <b>Skills shortage: Healthcare assistants</b>	Employment growth was strong for this occupation, with an additional 2,800 persons employed between 2021 and 2022. There was a large volume of new employment permits issued in 2022, primarily for healthcare assistants, with a number of mentions of difficult-to-fill vacancies in the Recruitment Agency Survey also for healthcare assistants. There has been a decline in the number of healthcare awards in FET over the period 2017–2021, falling from 3,081 to 2,159. A recent report by SOLAS indicates that approximately half of FET graduates from healthcare courses who were in substantial employment were employed in the health sector. <sup>58</sup> The fall in the supply from FET, along with increased demand across the hospital and nursing home sectors for healthcare assistants given the ageing demographics in Ireland, is resulting in shortages.

<sup>55</sup> Department of Children, Equality, Disability, Integration and Youth, Nurturing Skills: The Workforce Plan for Early Learning and Care (ELC) and School-Age Childcare (SAC), 2022–2028

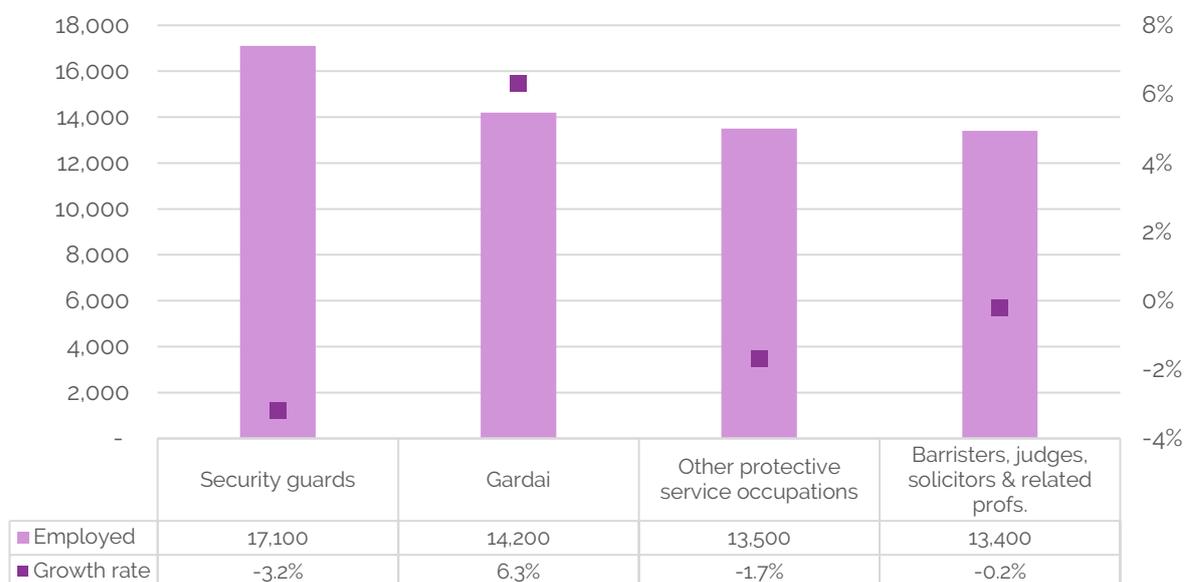
<sup>56</sup> Doorley, K., D. Tuda and L. Duggan (2023). Extending the National Childcare Scheme to childminders: Cost and distributional effect, Budget Perspectives BP202403, Dublin: ESRI

<sup>57</sup> O'Meara, K & Kelleher, K. (2022): Training, Recruiting & Retaining Social Workers in Ireland: A Scoping Exercise to Assess and Respond to Significant Challenges, Irish Association of Social Workers

<sup>58</sup> SOLAS (2022). FET Learner Outcomes: Healthcare Learners

## 10.7 Legal & Security Occupations

Figure 10.7 Annual Average Employment (2022) & Annual Average Growth Rates (2017-2022)



<b>Overall employment</b>	<b>58,100</b>
<b>Share of total workforce</b>	2.3%
<b>Main sectors of employment</b>	47% - Public administration and defence 20% - Administrative and support services 18% - Professional activities
<b>Employment growth</b>	Marginal decline between 2017 and 2022 -0.2% on average annually (compared to +3.0% for total workforce)

2022	% Female Q4	% Full-time Q4	% Aged 55 years & over Q4	% Irish citizens Q4	% Third level graduates Q4	Number of new employment permits	Recruitment Agency Survey
Barristers, judges, solicitors & related profs.	[41%]	90%	...	98%	99%	26	
Gardai	...	99%	...	100%	90%		
Other protective service occupations	...	97%	...	90%	...		
Security guards	...	72%	...	70%	...		
<b>Overall total</b>	<b>27%</b>	<b>88%</b>	<b>16%</b>	<b>88%</b>	<b>59%</b>	<b>26</b>	

Source: SLMRU (SOLAS) analysis of CSO (LFS) data, DETE, and SLMRU Recruitment Agency Survey (RAS)  
Numbers in square brackets should be treated with caution; an ellipsis (...) denotes numbers too small to report

## Overall Outlook for these Occupations

The annual average employment growth for this occupational group over the five-year period was negative, with overall employment declining between 2021 and 2022. Future growth for these occupations will depend on Government policies for those reliant on public sector funding; for security guards, demand will depend on the level of public consumption in the areas of hospitality and entertainment along with occupancy levels in offices post-COVID.

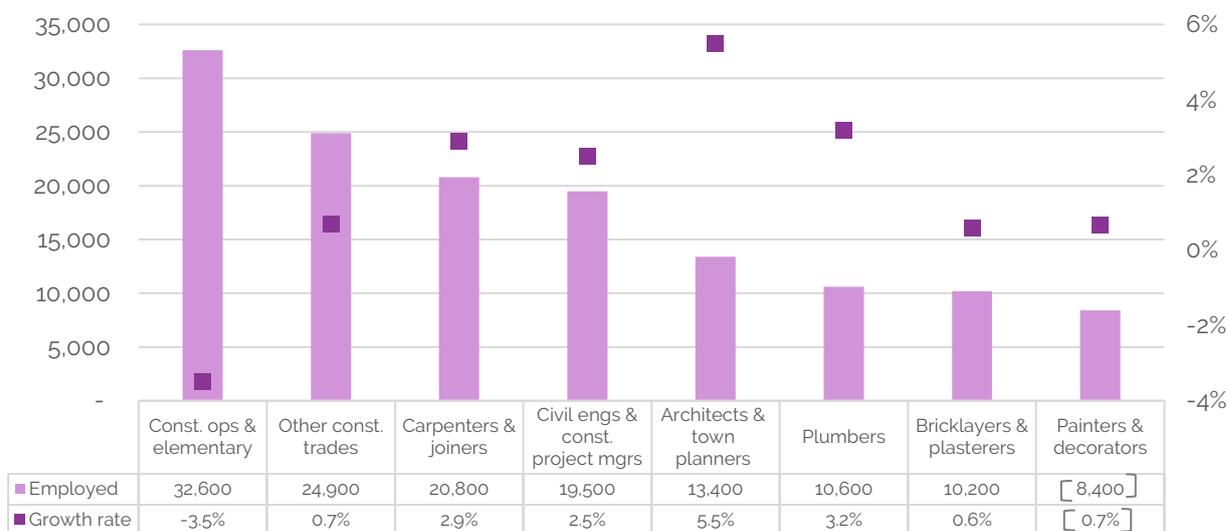
Occupation	Economic summary
Barristers, judges, solicitors & related profs.	Employment levels have declined annually since 2020 for this occupation, resulting in a negative growth rate for the five-year annual average. There were a small number of employment permits issued for legal counsel across a number of sectors including ICT and the financial sector. However, the professional, scientific and technical activities sector accounts for the majority of employment in this occupation.
Police officers (e.g. Gardai)	Although employment growth was above average for this occupation, employment levels declined in the year since 2021. Department of Justice workforce data <sup>59</sup> also indicates that the number of gardai declined since 2021; in 2022, their data shows a total workforce of 17,382 which includes 3,126 civilian garda staff and 375 reserves. Budget 2023 announced plans for 1,000 new Gardai and 430 Garda staff. Issues in relation to a high rate of attrition in Gardai training along with staff retiring early have been highlighted as explanations of the fall in numbers. <sup>60</sup> Although issues exist with retention, the data does not indicate that a shortage exists.
Other protective service occupations (e.g. army personnel, fire/prison service officers)	Employment in this occupation has been declining annually since 2020. Those working in this occupation are primarily employed within the public sector and, as such, any employment growth will be dependent on future Government funding. Budget 2023 allocated funding for an additional 100 prison service officers.
Security guards	Employment levels in this occupation dipped during 2020, most likely related to the closure of offices, bars and retail premises during the COVID-19 pandemic along with the cancellation of events. Employment has since returned to pre-COVID-19 levels with a high volume of vacancies advertised with DSP Jobs Ireland (including event and retail security). Although the number of online adverts for security guards in the OVATE data declined overall, the number of skill mentions increased for health/safety skills, monitoring & planning skills, and an ability to work in teams. This occupation has a higher-than-average share of non-Irish citizens employed, at 30% (compared to 19% nationally). Future demand for these roles will be particularly dependent on the occupancy levels in offices, where the majority of security guards are employed.

<sup>59</sup>[https://www.justice.ie/en/JELR/Pages/An\\_Garda\\_Siochana\\_facts\\_and\\_figures](https://www.justice.ie/en/JELR/Pages/An_Garda_Siochana_facts_and_figures)

<sup>60</sup> Garda numbers drop below 14,000 for the first time in years – The Irish Times

## 10.8 Construction Occupations

Figure 10.8 Annual Average Employment (2022) & Annual Average Growth Rates (2017-2022)



<b>Overall employment</b>	<b>145,000</b>
<b>Share of total workforce</b>	5.7%
<b>Main sectors of employment</b>	72% - Construction 12% - Professional activities 8% - Industry
<b>Employment growth</b>	+6,000 between 2017 and 2022 +0.8% on average annually (compared to +3.0% for total workforce)

2022	% Female Q4	% Full-time Q4	% Aged 55 years & over Q4	% Irish citizens Q4	% Third level graduates Q4	Number of new employment permits	Recruitment Agency Survey
Civil engineers & construction project mgrs	...	96%	...	76%	66%	596	✓
Architects & town planners etc.	...	96%	...	90%	100%	168	✓
Construction related technicians	...	[97%]	...	...	[91%]	10	✓
Bricklayers & plasterers	...	[95%]	...	[78%]	...	191	
Plumbers	...	94%	...	92%	...	46	
Carpenters & joiners	...	96%	...	88%	...	161	✓
Painters & decorators	...	[90%]	...	[70%]	...	31	
Other construction trades	...	96%	[23%]	75%	...	87	✓
Construction operatives & elementary	...	86%	[20%]	80%	...	56	✓
<b>Overall total</b>	<b>[6%]</b>	<b>94%</b>	<b>18%</b>	<b>80%</b>	<b>33%</b>	<b>1,346</b>	

Source: SLMRU (SOLAS) analysis of CSO (LFS) data, DETE, and SLMRU Recruitment Agency Survey (RAS)  
Numbers in square brackets should be treated with caution; an ellipsis (...) denotes numbers too small to report  
Construction related technicians are included in overall total but numbers are too small to report.

## Overall Outlook for these Occupations

Employment levels in construction occupations fell during the COVID-19 pandemic, with employment numbers only returning to pre-COVID-19 levels in 2022. Over half (52%) of those employed held higher secondary or FET qualifications, with the share far higher for the skilled trades occupations. The removal of a number of construction occupations from the ineligible list for employment permits has resulted in an increase in the number of new permits issued between 2021 and 2022, with permits issued across all occupations in this group in 2022.

Demand for construction-related skills is expected to be particularly driven by Government targets for housing<sup>61</sup> and climate action<sup>62</sup>. A 2022 DFHERIS report estimates that 50,000 new entrants will be required across all skill levels over the period 2023-2030 to deliver Government targets for housing and retrofitting alone.<sup>63</sup> The transition to a zero carbon economy and the increased adoption of modern methods of construction will have significant implications for construction-related skills, with the changing skills mix of a range of existing occupations (e.g. civil engineers, plumbers, roofers, glaziers, etc) likely to require considerable levels of upskilling/reskilling. New practices for waste management and sustainable water (re)use facilities in order to achieve a circular economy will impact on the need for construction and civil engineering skills, particularly in the design phase of these operations<sup>64</sup>.

Occupation	Economic summary												
<p>Civil engineers &amp; construction project managers</p> <p><b>Skills shortage: Civil engineers &amp; construction project managers</b></p>	<p>Although the annual average employment growth over the five-year period for this occupation was only marginally above the national average, employment grew strongly between 2021 and 2022. Census data indicates that civil engineers account for over half of employment in this group; the strongest growth since 2016 was for production managers/directors.</p> <table border="1"> <thead> <tr> <th>CSO Census</th> <th>2016</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Civil engineers</td> <td>7,128</td> <td>8,907</td> </tr> <tr> <td>Production managers and directors in construction</td> <td>4,585</td> <td>7,103</td> </tr> <tr> <td>Construction project managers and related professionals</td> <td>1,290</td> <td>1,185</td> </tr> </tbody> </table> <p>Both the new employment permits issued and the mentions of difficult-to-fill vacancies in the Recruitment Agency Survey point to issues in sourcing civil, site and structural engineers along with construction project managers. In addition, the Skills for Growth data signals issues with sourcing civil engineers (including for water infrastructure and sustainability) and structural engineer roles (especially those with project management skills). Demand for this occupation was also evident in the 12% increase in the number of job postings (OVATE) for civil engineers in 2022, with growing demand for skills in project management, teamwork, communication and adaptability. Demand for these roles is expected to continue as Ireland aims to meet housing and climate action targets. With employment increasing and issues with recruitment evident, shortages are likely to continue.</p>	CSO Census	2016	2022	Civil engineers	7,128	8,907	Production managers and directors in construction	4,585	7,103	Construction project managers and related professionals	1,290	1,185
CSO Census	2016	2022											
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Construction project managers and related professionals	1,290	1,185											
<p>Architects &amp; town planners, architectural technologists, &amp; surveyors</p> <p><b>Skills shortage: Quantity surveyors</b></p>	<p>The annual average employment growth was above average for this occupation, although employment levels declined marginally between 2021 and 2022. New employment permits issued in 2022 related to quantity surveyors and issues with recruitment of quantity surveyors were also evident in both the Skills for Growth and Recruitment Agency Survey data. The supply of quantity surveyors has increased since 2016, with 336 awards in 2021 in higher education. The demand for these skills is expected to be sustained in the coming years, although the tasks may be incorporated into other occupations e.g. structural engineer. With supply increasing, issues with recruitment may lessen in future years. Demand for architects and town planners is likely to continue, although the data does not currently point to issues in relation to sourcing suitably qualified personnel for these roles.</p>												
<p>Bricklayers &amp; plasterers</p>	<p>Employment growth was below average for this occupation with little growth in recent years and a decline in levels between 2021 and 2022. Census 2022 data shows that employment was relatively evenly split between bricklayers/masons and plasterers. There were almost 200 employment permits issued in 2022 for bricklayers, stonemasons, and plasterers (including specialist clay</p>												

<sup>61</sup> <https://www.gov.ie/en/publication/ef5ec-housing-for-all-a-new-housing-plan-for-ireland/#for-low-income-households>

<sup>62</sup> <https://www.gov.ie/en/publication/6223e-climate-action-plan-2021/>

<sup>63</sup> gov.ie - Report on the Analysis of Skills for Residential Construction & Retrofitting, 2023 to 2030 (www.gov.ie)

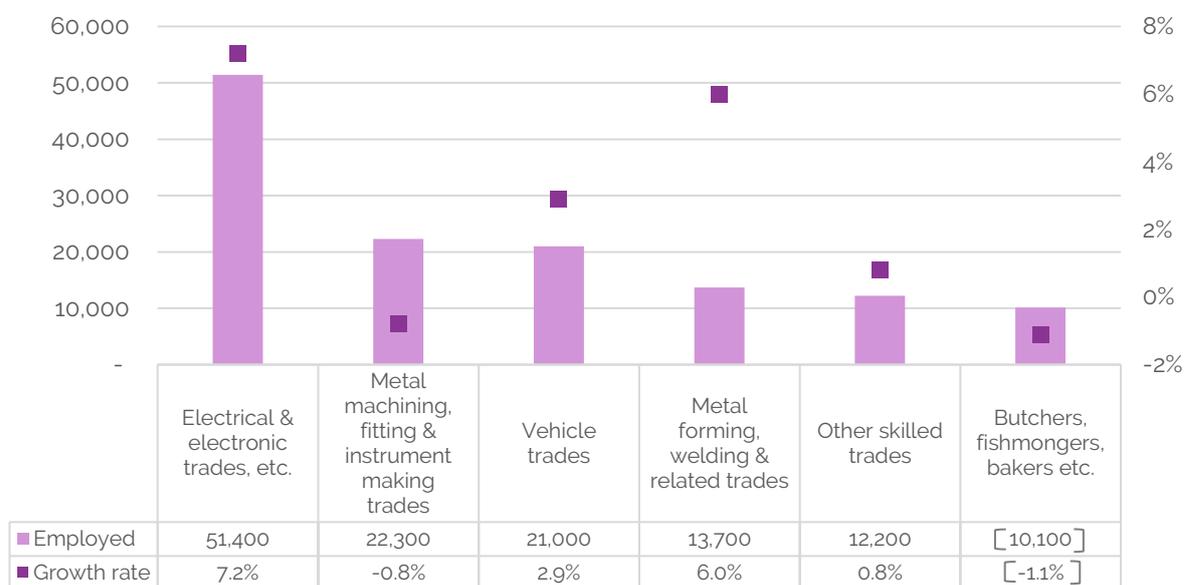
<sup>64</sup>The Green Employment and Skills Transformation: Insights from a European Green Deal skills forecast scenario [https://www.cedefop.europa.eu/files/4206\\_en.pdf](https://www.cedefop.europa.eu/files/4206_en.pdf)

	<p>plasterers). There was also a relatively high volume of vacancies notified through the DSP across similar roles to that of the employment permits (there may be some overlap as a labour market test is required for employment permit applications for these roles which includes advertising the positions on DSP Jobs Ireland). The 2022 DFHERIS report suggests that demand for plasterers will be strong in the short-term when retrofitting activity increases. However, the report also indicates that demand for both bricklayers and plasterers for housing will decline in the coming years; apartments account for an increasing share of housing stock and have fewer requirements for bricklayers due to the use of pre-cast concrete, and modern methods of construction where much of this work is carried out off-site. Although demand is evident at present, the data does not point to shortages.</p>																		
<p>Plumbers</p> <p><b>Skills shortage: Plumbers</b></p>	<p>Although employment has increased annually since 2020, employment levels in 2022 remained below pre-COVID-19 levels. New employment permits issued related to both plumbers and plumbing, heating and ventilation engineers. The DFHERIS report suggests that demand for plumbers for housing projects will peak in 2024 but, with retrofitting projects accelerating from 2026, a significant demand for plumbers is likely to persist. New apprenticeship registration numbers in 2022, at 792, were above pre-COVID-19 levels and the number of persons achieving the craft apprenticeship award (plumber) more than doubled between 2016 and 2021, going from 113 to 238. Shortages for plumbers are likely to continue, at least in the short-term, as supply from the education/training system is yet to meet annual recruitment requirements. In addition, those already trained as plumbers will also require re-/upskilling opportunities in order to carry out work linked to alternative renewable energy sources (e.g. the installation of heat pumps).</p>																		
<p>Carpenters &amp; joiners</p> <p><b>Skills shortage: Carpenters</b></p>	<p>Employment growth was slightly above average for this occupation, although employment levels remained below pre-COVID-19 levels. Employment permits issued in 2022 were primarily for shuttering carpenters and mentions of difficult-to-fill vacancies in the Recruitment Agency Survey referred to both carpenters and shuttering carpenters. There was a large volume of vacancies notified through DSP for shuttering carpenters. Skills for Growth identified a limited demand for snag experts with woodwork skills for the construction sector. Although new apprenticeship registration numbers in 2022 were down on 2021, they exceeded pre-COVID-19 levels (713 in 2022 compared to 597 in 2019), with 228 persons achieving the craft apprenticeship award (carpentry &amp; joinery) in 2021 (compared to 98 in 2016). The DFHERIS report suggests that developments in off-site construction manufacturing may dampen demand for carpenters somewhat; however, the report also signals that a shortage of carpenters is likely to be particularly evident in the short-term, driven particularly by demand for these skills for housing projects.</p>																		
<p>Painters &amp; decorators</p>	<p>Employment growth was below average for painters and decorators; although employment levels increased between 2021 and 2022, they remained below pre-COVID-19 levels. Despite this, 31 new employment permits were issued in 2022. This occupation also had the highest share of non-Irish citizens in employment across the construction occupations, at 30%. The supply of skills from the education and training system is comparatively small: the number of QQI craft awards (painting &amp; decorating) reached just 13 in 2021, although this is an increase on the 7 made in 2016. Significant increases are unlikely in the medium term as new apprenticeship registrations in 2022, at 23, were below the 31 observed in 2019. The demand for painters/decorators to meet the skills requirements for housing and retrofitting projects is likely to far outstrip the supply from the apprenticeship system, however, many employed as painters/decorators do not hold apprenticeship qualifications. Although the DFHERIS report signals issues with painters, the data here does not point to any current shortages for this occupation.</p>																		
<p>Other construction trades</p>	<p>Employment levels in 2022 returned to pre-COVID-19 levels after declining for the previous two years. The Census data shows that employment is spread across a number of roles, all of which increased between 2016 and 2022.</p> <table border="1"> <thead> <tr> <th>CSO Census</th> <th>2016</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Construction and building trades supervisors</td> <td>2,901</td> <td>3,613</td> </tr> <tr> <td>Floorers and wall tilers</td> <td>2,967</td> <td>3,506</td> </tr> <tr> <td>Glaziers, window fabricators and fitters</td> <td>2,587</td> <td>2,916</td> </tr> <tr> <td>Roofers, roof tilers and slaters</td> <td>1,423</td> <td>1,786</td> </tr> <tr> <td>Construction and building trades n.e.c.</td> <td>9,989</td> <td>12,167</td> </tr> </tbody> </table> <p>The share aged 55 years and older fell between quarter 4 2021 and quarter 4 2022 from 38% to 23%; although still above the national average of 19%, job opportunities through replacement demand have likely lessened. The Recruitment Agency Survey identified issues with sourcing steel fixers/erectors, curtain wallers, and fitters/glaziers with Skills for Growth data suggesting issues with recruiting roofers for the construction sector. New employment permits issued in 2022 related to foremen, fitters/glaziers and tilers. Vacancies advertised through DSP Jobs Ireland were mainly for glaziers, tilers, roofers/solar panel installers. Roofing awards from QQI totalled 54 in 2022, up slightly compared to 2020 and 2021 but still below their pre-pandemic level of 84. The DFHERIS report</p>	CSO Census	2016	2022	Construction and building trades supervisors	2,901	3,613	Floorers and wall tilers	2,967	3,506	Glaziers, window fabricators and fitters	2,587	2,916	Roofers, roof tilers and slaters	1,423	1,786	Construction and building trades n.e.c.	9,989	12,167
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	<p>notes that it is becoming increasingly common for roofs to be constructed offsite which is likely to have knock-on effects for demand for these skills but a significant increase in retrofitting activities would likely see increased demand for roofers and glaziers. Although future shortages may emerge, albeit in small numbers, none are evident at present.</p>
<p>Construction operatives &amp; elementary</p>	<p>Overall employment levels for this occupation have been relatively stable in recent years; the negative employment growth over the five-year period for this occupation relates to changes that occurred on the introduction of the new Labour Force Survey in 2017. Although employment only increased marginally between 2021 and 2022, there was a high volume of recent job hires indicating that job churn is a significant issue. Scaffolders appeared in the employment permit data, the Recruitment Agency Survey and in the DSP Jobs Ireland vacancy data. The number of QQI scaffolding awards (specific purpose) reached 329 in 2022, and except for 2019 (when there were 333 awards), was higher than at any point over the last 10 years. A new two-year apprenticeship for scaffolding was also announced in August 2021 which aims to alleviate any issues for this occupation. It is not possible, however, to determine from the Labour Force Survey or Census data the employment levels for scaffolders and as such it is difficult to determine the extent to which supply from the education/training system is meeting demand.</p>

## 10.9 Other Craft Occupations n.e.c.

Figure 10.9 Annual Average Employment (2022) & Annual Average Growth Rates (2017-2022)



<b>Overall employment</b>	<b>130,700</b>
<b>Share of total workforce</b>	5.1%
<b>Main sectors of employment</b>	36% - Industry 22% - Construction 17% - Wholesale 8% - ICT
<b>Employment growth</b>	+20,300 between 2017 and 2022 +3.4% on average annually (compared to +3.0% for total workforce)

2022	% Female Q4	% Full-time Q4	% Aged 55 years & over Q4	% Irish citizens Q4	% Third level graduates Q4	Number of new employment permits	Recruitment Agency Survey
Metal forming, welding & related trades	...	98%	...	78%	...	429	✓
Metal machining, fitting & instrument making trades	...	96%	[23%]	88%	[34%]	119	
Vehicle trades	...	96%	...	75%	...	53	
Electrical & electronic trades etc.	...	97%	[14%]	87%	37%	141	✓
Other skilled trades	...	82%	...	76%	...	1	
Butchers, fishmongers, bakers etc.	...	[81%]	...	[58%]	...	363	
<b>Overall total</b>	<b>[6%]</b>	<b>94%</b>	<b>17%</b>	<b>81%</b>	<b>29%</b>	<b>1,106</b>	

Source: SLMRU (SOLAS) analysis of CSO (LFS) data, DETE, and SLMRU Recruitment Agency Survey (RAS)  
Numbers in square brackets should be treated with caution; an ellipsis (...) denotes numbers too small to report

## Overall Outlook for these Occupations

The five-year annual average employment growth for other craft occupations was above the national average, driven primarily by growth in employment between 2021 and 2022 with an additional 23,000 persons employed (mainly electricians). Employment in these occupations in 2022 was across industry, construction, wholesale/retail and ICT, and most in employment were male (94%). The number of new employment permits issued grew strongly, increasing from approximately 150 in 2021 to over 1,100 in 2022, partly related to new quotas for meat deboners. Future outlooks for this occupational group will vary depending on the main sector of employment for the individual occupations, with upskilling/reskilling requirements a feature for many of these roles due to increased digitalisation and automation.

Occupation	Economic summary																		
<p>Metal forming, welding &amp; related trades</p> <p><b>Skills shortage: Welders/fabricators</b></p>	<p>Despite declines in 2020 and 2021, the five-year annual average employment growth was strong (6%), with employment levels for this occupational group reaching their highest levels to date. The demand for welders has persisted, with employers (Skills for Growth) and the Recruitment Agency Survey both citing welding positions as difficult to fill, typically for roles requiring MIG/TIG and arc welding skills or for the machinery manufacturing sector. Job vacancies advertised through the DSP included welder/fabricators, pipefitters, and sheet metal workers/fabricators, while online job adverts, although small in number, grew by 16% year-on-year, driven by increases for sheet metal workers. Employment permits related to welders/fabricators, pipe fitters and, to a lesser extent, sheet metal workers. Output from the further education and training system has increased in recent years: compared to pre-COVID levels (in 2019), the number of industry and craft awards in welding and metal fabrication grew by 388 and 77 awards, to reach nearly 1,600 and 145 awards respectively. Smaller numbers of awards were made to qualifying apprentices in pipefitting and sheet metal working (combined 38 awards in 2022). Recent growth in the number of new apprentice registrations in metal fabrication, pipefitting and sheet metal working are expected to lead to further increased output for these occupations in the medium term. The SOC classification system does not capture the extent of the merging of skills in these roles; welder, fabricator and even pipe fitter skills are merging which span both this and the occupation below. Although welders are employed across sectors, shortages are particularly emerging for qualified and experienced welders/fabricators in industry including high-tech manufacturing.</p>																		
<p>Metal machining, fitting &amp; instrument making trades</p> <p><b>Skills shortage: CNC programmers</b></p>	<p>Although the five-year annual average growth for this occupation was negative, the number of persons employed was more than a third higher than the pre-COVID-19 level. Vacancies for computer numerical control (CNC) programmers and operators occurred frequently in the DSP Jobs Ireland data and were also the main roles for which employment permits were issued for this occupational group. Demand for this occupation was evident in the Skills for Growth data, in particular for qualified CNC operators, toolmakers, and maintenance fitters, with demand mostly, although not exclusively, related to high-tech manufacturing (i.e. medtech, pharma); skills in demand for this occupation included problem solving, communications, digital, and lean processing skills. The higher than average share of persons employed aged 55 years and older also indicates that replacement demand is likely to create job opportunities for these roles. Although shortages of CNC programmers persist, they are considered niche and most likely affecting small and medium sized firms in particular. With different types of tasks associated with CNC programming work, some are more exposed to automation than others, depending on the type of machinery used.</p>																		
<p>Vehicle trades</p>	<p>Employment levels have seen little change in recent years resulting in a below average annual growth rate over the five-year period. Census data shows that although employment is spread across a range of roles, the majority are employed as vehicle technicians, mechanics and electricians.</p> <table border="1"> <thead> <tr> <th>CSO Census</th> <th>2016</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Vehicle technicians, mechanics and electricians</td> <td>16,011</td> <td>16,159</td> </tr> <tr> <td>Vehicle body builders and repairers</td> <td>2,337</td> <td>2,024</td> </tr> <tr> <td>Aircraft maintenance and related trades</td> <td>1,415</td> <td>1,540</td> </tr> <tr> <td>Boat and ship builders and repairers</td> <td>449</td> <td>437</td> </tr> <tr> <td>Rail and rolling stock builders and repairers</td> <td>49</td> <td>98</td> </tr> </tbody> </table> <p>There was a higher-than-average share of non-Irish citizens employed (25% compared to 19% nationally). Employment permits issued for this occupation were mainly for vehicle roadworthiness testers with a small number for aircraft engineers. Vacancies advertised through DSP Jobs Ireland included various mechanics (aircraft, HGV, motor) and vehicle inspectors. There was a relatively high volume of jobseekers registered with the DSP in December 2022 who had previously been employed in vehicle trades roles. New apprenticeship registration numbers for both HGV and motor mechanics declined in 2022 when compared to the previous year but were relatively on a par with</p>	CSO Census	2016	2022	Vehicle technicians, mechanics and electricians	16,011	16,159	Vehicle body builders and repairers	2,337	2,024	Aircraft maintenance and related trades	1,415	1,540	Boat and ship builders and repairers	449	437	Rail and rolling stock builders and repairers	49	98
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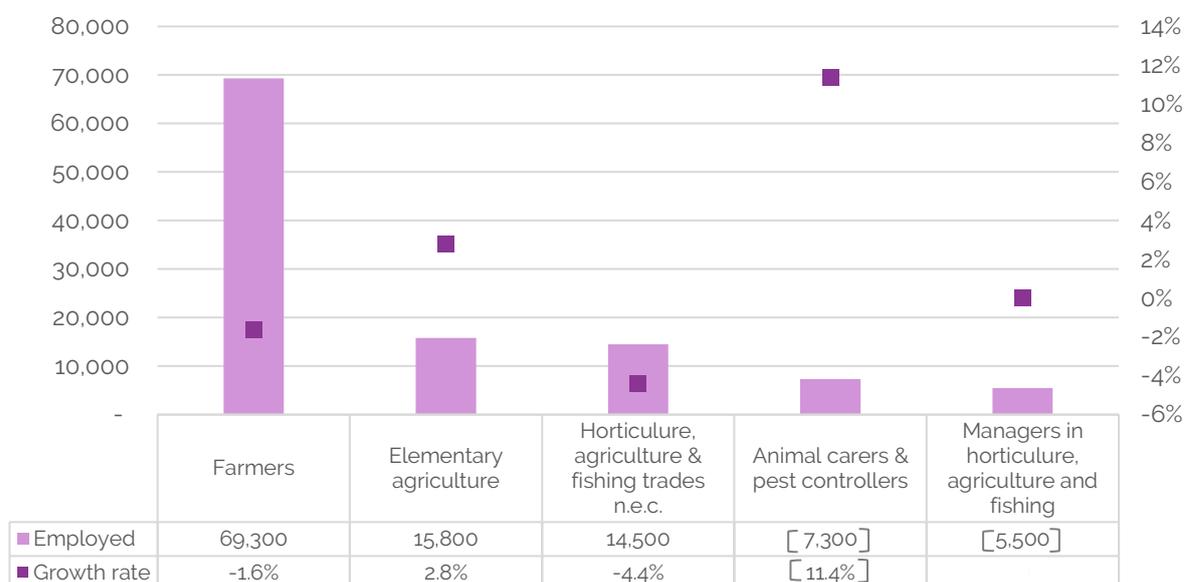
	<p>2019 levels. The decline in new diesel and petrol car registrations along with the increased uptake of electric and hybrid vehicles is likely to result in an increased demand for electric vehicle (EV) mechanics and a gradual decline in demand for traditional motor mechanic skills. In 2022, there were 15,462 EV cars licensed for the first time in Ireland, representing a 3.5-fold increase (+349%) on 2019 numbers. Growth is expected to continue, as in the first five months of 2023 numbers had already reached nearly 12,000, a 52% increase on the same period in the preceding year. Although no shortages have been identified, upskilling/reskilling in digital skills will be required for the current vehicle mechanic workforce.</p>																																				
<p>Electrical &amp; electronic trades, etc.</p>	<p>Employment growth for this occupation was well above the national average; employment grew strongly in the second half of 2022, significantly above pre-COVID levels. As the Census data indicates, electricians and electrical fitters account for the largest share of those employed in this occupation, with employment growing by almost 7,000 persons since 2016.</p> <table border="1" data-bbox="469 568 1366 797"> <thead> <tr> <th>CSO Census</th> <th>2016</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Electricians and electrical fitters</td> <td>15,560</td> <td>22,327</td> </tr> <tr> <td>IT engineers</td> <td>3,764</td> <td>6,079</td> </tr> <tr> <td>Electrical and electronic trades n.e.c.</td> <td>3,920</td> <td>3,878</td> </tr> <tr> <td>Telecommunications engineers</td> <td>4,193</td> <td>3,595</td> </tr> <tr> <td>Skilled metal, electrical and electronic trades supervisors</td> <td>3,330</td> <td>3,276</td> </tr> <tr> <td>TV, video and audio engineers</td> <td>758</td> <td>809</td> </tr> </tbody> </table> <p>There was a relatively high number of vacancies for electricians advertised through DSP Jobs Ireland in 2022. Employment permits mostly related to customer engineers and field service engineers and were for roles within the ICT sector. Difficult-to-fill vacancy mentions in the Recruitment Agency Survey were for electricians in the construction sector. There have been increasing numbers of new apprenticeship registrations for electricians in recent years (over 2,600 in 2022), with over 500 craft awards made in 2021. Employment is expanding for this occupation with demand occurring across a variety of sectors. Although supply is considered sufficient for the housing sector (based on DFERIS report), demand is being driven in part by energy efficiency and the green agenda. There also appears to be a shift in the skills mix required for electricians to energy performance in building, energy sector policy, maintenance and repair. Although no shortages are identified at present, they may potentially emerge if employment continues to grow at its current rate.</p>	CSO Census	2016	2022	Electricians and electrical fitters	15,560	22,327	IT engineers	3,764	6,079	Electrical and electronic trades n.e.c.	3,920	3,878	Telecommunications engineers	4,193	3,595	Skilled metal, electrical and electronic trades supervisors	3,330	3,276	TV, video and audio engineers	758	809															
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<p>Other skilled trades (e.g. printers, furniture makers, and textile trades)</p>	<p>The five-year annual average employment growth rate was below average for this occupation, although there was an increase of over 2,000 persons employed between 2021 and 2022. As the Census data indicates, there are a large number of roles within this group, with many employing fewer than 1,000 persons. Between 2016 and 2022, employment levels fell for many of these roles.</p> <table border="1" data-bbox="469 1272 1366 1659"> <thead> <tr> <th>CSO Census</th> <th>2016</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Furniture makers and other craft woodworkers</td> <td>3,054</td> <td>3,426</td> </tr> <tr> <td>Printers</td> <td>3,772</td> <td>2,874</td> </tr> <tr> <td>Florists</td> <td>936</td> <td>1,050</td> </tr> <tr> <td>Glass and ceramics makers, decorators and finishers</td> <td>1,052</td> <td>1,039</td> </tr> <tr> <td>Upholsterers</td> <td>725</td> <td>682</td> </tr> <tr> <td>Tailors and dressmakers</td> <td>891</td> <td>646</td> </tr> <tr> <td>Print finishing and binding workers</td> <td>502</td> <td>403</td> </tr> <tr> <td>Footwear and leather working trades</td> <td>232</td> <td>218</td> </tr> <tr> <td>Weavers and knitters</td> <td>222</td> <td>185</td> </tr> <tr> <td>Textiles, garments and related trades n.e.c.</td> <td>92</td> <td>74</td> </tr> <tr> <td>Other skilled trades n.e.c.</td> <td>2,398</td> <td>2,360</td> </tr> </tbody> </table> <p>Despite the decline in employment evident in the Census data, the Skills for Growth data indicates issues with recruitment of upholsterers for both the industry and retail (repair) sectors; upholsterers also appeared in the DSP Jobs Ireland vacancy data (albeit in small numbers), along with spray painters (included in the other skilled trades n.e.c. category). Although demand for many of these trades have declined in recent years, an increased focus on the circular economy may see increased demand, or at least slow the decline for roles such as upholsterers and tailors.</p>	CSO Census	2016	2022	Furniture makers and other craft woodworkers	3,054	3,426	Printers	3,772	2,874	Florists	936	1,050	Glass and ceramics makers, decorators and finishers	1,052	1,039	Upholsterers	725	682	Tailors and dressmakers	891	646	Print finishing and binding workers	502	403	Footwear and leather working trades	232	218	Weavers and knitters	222	185	Textiles, garments and related trades n.e.c.	92	74	Other skilled trades n.e.c.	2,398	2,360
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<p>Butchers, fishmongers, bakers etc.</p>	<p>This occupation had a negative annual average employment growth rate over the five-year period, although there was some growth in the year since 2021. The CSO Census data shows that employment levels for butchers fell between 2016 and 2022; the fall was greatest for those employed in the retail sector, although there were also declines for those employed in manufacturing (in 2022, 59% of butchers were employed in wholesale/retail and 37% were in manufacturing). Over half of those employed as bakers and flour confectioners in 2022 were working in manufacturing, with a further 30% in retail.</p>																																				

<b>CSO Census</b>	<b>2016</b>	<b>2022</b>
Butchers	6,306	5,153
Bakers and flour confectioners	3,049	3,272
Fishmongers and poultry dressers	360	291

At 42%, this occupation had a far higher share employed who were non-Irish citizens than the national average. The relatively high volume of employment permits were primarily for meat deboners and skilled knifemen. In addition, the Skills for Growth data highlights issues with the recruitment of experienced bakers. There was a high volume of vacancies advertised with DSP Jobs Ireland for meat deboners and skilled knifepersons, with a smaller share for pastry chefs and bakers. Climate targets may impact the future demand for butchers and meat processing activities. Although no shortages are evident from the data, issues with the attractiveness of the job may potentially cause issues in sourcing suitable candidates.

## 10.10 Agriculture & Animal Care Occupations

Figure 10.10 Annual Average Employment (2022) & Annual Average Growth Rates (2017-2022)



<b>Overall employment</b>	<b>112,300</b>
<b>Share of total workforce</b>	4.4%
<b>Main sectors of employment</b>	84% - Agriculture sector
<b>Employment growth</b>	-2,100 between 2017 and 2022 -0.4% on average annually (compared to +3.0% for total workforce)

2022	% Female Q4	% Full-time Q4	% Aged 55 years & over Q4	% Irish citizens Q4	% Third level graduates Q4	Number of new employment permits	Recruitment Agency Survey
Managers in horticulture, agriculture and fishing	...	[93%]	...	[93%]	...	94	
Farmers	12%	78%	61%	99%	19%		
Horticulture, agriculture & fishing trades n.e.c.	...	[59%]	[37%]	95%	...		
Elementary agriculture	[37%]	[55%]	[30%]	75%	...	1,004	
Animal carers & pest controllers	...	...	...	[87%]	...	58	
<b>Overall total</b>	<b>17%</b>	<b>72%</b>	<b>49%</b>	<b>94%</b>	<b>21%</b>	<b>1,156</b>	

Source: SLMRU (SOLAS) analysis of CSO (LFS) data, DETE, and SLMRU Recruitment Agency Survey (RAS)  
Numbers in square brackets should be treated with caution; an ellipsis ( ... ) denotes numbers too small to report

## Overall Outlook for these Occupations

Overall employment numbers for agriculture and animal care occupations have remained relatively unchanged in recent years. Despite this, there are issues with recruitment resulting in a relatively high number of employment permits issued in 2022. Government targets in relation to climate action and disincentives to engage in low paid work are likely to impact on employment numbers for these occupations in the coming years.

*Note: veterinarians are included in the health occupations.*

Occupation	Economic summary
Managers in horticulture, agriculture and fishing	Numbers employed in this occupation are too small to allow for any analysis. Employment permits issued in 2022 related to farm managers (including pig and dairy).
Farmers	Farmers had a negative employment growth over the five-year period, with employment levels remaining broadly unchanged between 2021 and 2022. Of those employed as farmers, 61% were aged 55 years or older which will likely impact future employment numbers in this occupation.
Horticultural, agricultural & fishing trades n.e.c. (e.g. gardeners)	Although the employment growth over the five-year period was negative for this occupation, employment levels have remained static since 2020. At 37%, the share aged 55 years or older was almost double the national average of 19%. A relatively high share of persons employed in this occupation were employed part-time. The administrative and support services sector accounted for the largest share of employment for this occupation at almost two-fifths.
Elementary agriculture	Employment growth for elementary agriculture workers over the five-year period was marginally below the national average, although employment fell in 2022, returning to 2019 levels. Almost half of those employed in these occupations were working part-time and the share aged 55 years or older was above the national average. At 25%, the share who were non-Irish citizens was above the national average. The re-introduction of quotas for employment permits resulted in just over 1,000 new permits issued in 2022, primarily for horticultural operatives but also mushroom harvesters and dairy farm assistants. There was a large number of vacancies advertised through the DSP for horticultural operatives and harvesters for the mushroom industry. There was also a relatively high share of jobseekers registered with DSP in December 2022 who had previously been employed in agricultural roles. Although there is no evidence of shortages, the apparent attractiveness of the job is resulting in recruitment issues. This occupation has been identified as being at high risk of automation, although this may depend on businesses having the resources to invest in new technology. Issues have also been identified with recruiting trained forestry workers; while the numbers involved are very small <sup>65</sup> , an increase in demand may arise in line with Ireland's Forest Strategy (2023-2030).
Animal carers & pest controllers	Numbers employed in this occupation are too small to allow for any analysis. Employment permits issued in 2022 related to work riders in the equestrian sector.

<sup>65</sup> Partnership for Skills (June 2022) report. Available at <https://regionalskills.us14.list-manage.com/track/click?u=5022a479ede2060ea00e2b0ee&id=236e45ec9f&e=9ac4cage00>

## 10.11 Hospitality Occupations

Figure 10.11 Annual Average Employment (2022) & Annual Average Growth Rates (2017-2022)



<b>Overall employment</b>	<b>157,600</b>
<b>Share of total workforce</b>	6.2%
<b>Main sectors of employment</b>	84% - Accommodation & food 7% - Health
<b>Employment growth</b>	+3,200 between 2017 and 2022 +0.4% on average annually (compared to +3.0% for total workforce)

2022	% Female Q4	% Full-time Q4	% Aged 55 years & over Q4	% Irish citizens Q4	% Third level graduates Q4	Number of new employment permits	Recruitment Agency Survey
Hospitality managers	45%	87%	[23%]	67%	52%	57	✓
Chefs & cooks	[30%]	78%	...	50%	40%	2,171	✓
Catering & bar managers	...	[88%]	...	...	...		✓
Kitchen & catering assistants	61%	34%	...	77%	...	4	
Waiters & waitresses	76%	...	...	86%	...		✓
Bar staff	[33%]	...	...	94%	...		
Housekeepers & caretakers, etc.	[79%]	...	...	[59%]	...		
<b>Overall total</b>	<b>53%</b>	<b>50%</b>	<b>12%</b>	<b>72%</b>	<b>27%</b>	<b>2,232</b>	

Source: SLMRU (SOLAS) analysis of CSO (LFS) data, DETE, and SLMRU Recruitment Agency Survey (RAS)  
Numbers in square brackets should be treated with caution; an ellipsis (...) denotes numbers too small to report

## Overall Outlook for these Occupations

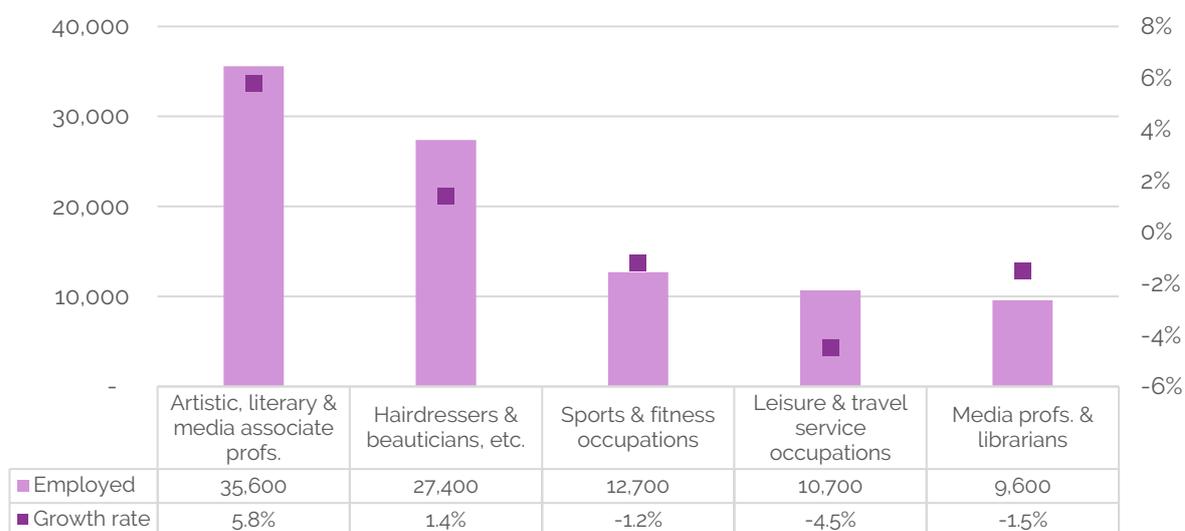
Employment for the selected hospitality occupations saw a significant rebound in 2022, with an additional 28,000 persons employed compared to 2021; however, employment levels remained slightly below 2019 levels. As detailed in Section 1, 8% of total earnings in quarter 2 2022 for the accommodation and food sector, where the majority of persons in these hospitality occupations are employed, was funded from the EWSS, indicating that COVID-19 was still a factor for those employed in these roles. The repurposing of hotels to accommodate refugees is also having an impact on employment in hospitality roles.

The high inflation rates and changes to the VAT rate may also have an impact on consumer spending and the cost of doing business which will have knock-on effects on employment levels for these occupations.

Occupation	Economic summary
Hospitality managers	Despite a lower than average employment growth rate for this occupation over the five-year period, employment grew strongly between 2021 and 2022 with an additional 5,700 persons employed, surpassing 2019 levels. Approximately a third working in these roles were non-Irish citizens, above the national average, and employment permits issued related to roles for restaurant managers, hotel, duty and accommodation managers. Advertised vacancies in the OVATE data grew strongly (by nearly a third), albeit from a low base. Vacancies advertised through DSP Jobs Ireland were primarily for restaurant managers but also for managers in catering, food and beverage and hotel. The future demand for hospitality managers will depend on the performance of the different segments of the hospitality sector, with a greater requirement for restaurant managers likely compared to accommodation-related managers.
Chefs & cooks <b>Skills shortage: Chefs</b>	The five-year employment growth rate was negative for chefs; despite a growth of over 5,000 persons employed since 2021, employment levels in 2022 remained below pre-COVID-19 levels. One half of those employed as chefs were non-Irish citizens, far exceeding the national average of 19%. The number of employment permits issued grew from an average of approximately 500 per annum between 2019 and 2021 to over 2,100 in 2022; this is in line with the overall increase in employment permits issued in 2022. A high volume of vacancies advertised through DSP Jobs Ireland (primarily for chef de partie roles), and the increased volume of advertised vacancies in the OVATE data, indicate that demand was strong for chefs in 2022. However, it should also be noted that there was a relatively high share of jobseekers registered with the DSP in December 2022 who indicated that they had previously been employed in food preparation trades. Despite an increase between 2020 and 2021, output from the further and higher education and training system has been, in the main, declining in recent years. As such, skill shortages persist.
Catering & bar managers	Numbers were too small for a detailed analysis of employment for this occupation although the Recruitment Agency Survey indicated difficulty in filling vacancies for bar and events managers.
Kitchen & catering assistants	Employment has grown annually for this occupation since 2020, with employment levels in 2022 returning to pre-COVID-19 levels. Two-thirds of persons employed worked part-time and 46% were aged 15-24 years. There was a very high number of recent job hires for this occupation indicating that job churn is a significant factor. There was also a high volume of jobseekers registered with DSP in December 2022 who were previously employed in catering occupations. DSP Jobs Ireland vacancies were primarily for roles in catering companies and fast-food outlets. The high volume of recruitment demand for this occupation is most likely related to a significant level of job churn.
Waiters & waitresses	Although employment grew strongly for both waiters/waitresses and bar staff between 2021 and 2022, with an additional 12,000 persons employed combined, the numbers remained below pre-COVID-19 levels. While waiters/waitresses were predominately female, the opposite was the case for bar staff with males accounting for the higher share. Those aged 15-24 years accounted for the majority of persons employed as waiters/waitresses and bar staff, at 73% and 64% respectively; at least 75% of those employed in these occupations were working part-time. Both occupations had high volumes of recent job hires highlighting that job churn is a particular feature of these roles. Although issues with attracting candidates to the roles are evident, no shortages have been identified.
Bar staff	
Housekeepers & caretakers, etc.	Although employment numbers increased since 2021, they remain too low for detailed analysis.

## 10.12 Arts, Sports & Tourism Occupations

Figure 10.12 Annual Average Employment (2022) & Annual Average Growth Rates (2017-2022)



<b>Overall employment</b>	<b>96,000</b>
<b>Share of total workforce</b>	3.8%
<b>Main sectors of employment</b>	56% - Other NACE activities 15% - ICT 14% - Professional service activities
<b>Employment growth</b>	+6,200 between 2017 and 2022 +1.4% on average annually (compared to +3.0% for total workforce)

2022	% Female Q4	% Full-time Q4	% Aged 55 years & over Q4	% Irish citizens Q4	% Third level graduates Q4	Number of new employment permits	Recruitment Agency Survey
Media profs. & librarians	...	[84%]	...	96%	[91%]	27	
Artistic, literary & media associate profs.	51%	74%	21%	80%	82%	191	
Sports & fitness occupations	[55%]	[51%]	...	78%	[47%]	66	
Leisure & travel service occupations	[60%]	[63%]	...	88%	...	3	
Hairdressers & beauticians, etc.	85%	53%	...	78%	[35%]	1	
<b>Overall total</b>	<b>62%</b>	<b>64%</b>	<b>15%</b>	<b>81%</b>	<b>60%</b>	<b>288</b>	

Source: SLMRU (SOLAS) analysis of CSO (LFS) data, DETE, and SLMRU Recruitment Agency Survey (RAS)  
Numbers in square brackets should be treated with caution; an ellipsis ( ...) denotes numbers too small to report

## Overall Outlook for these Occupations

Employment in these occupations fell with the onset of the COVID-19 pandemic in early 2020; employment grew strongly in 2022, with an annual increase of almost 14,000 persons, thus returning to pre-COVID-19 employment levels. Over half of employment was concentrated in the other NACE activities sector (which includes arts, entertainment and other services). High inflation and consumer spending levels will have a direct impact on employment levels in these occupations, particularly those which involve service delivery.

Occupation	Economic summary																					
Media profs. & librarians	<p>Employment levels in this occupation has seen little change in recent years, with numbers employed in 2022 slightly lower than five years ago, resulting in a negative employment growth rate. The CSO Census data indicates that increases in employment related to public relations professionals and librarians.</p> <table border="1"> <thead> <tr> <th>CSO Census</th> <th>2016</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Journalists, newspaper and periodical editors</td> <td>3,604</td> <td>3,643</td> </tr> <tr> <td>Public relations professionals</td> <td>1,545</td> <td>2,300</td> </tr> <tr> <td>Librarians</td> <td>1,777</td> <td>1,966</td> </tr> <tr> <td>Advertising accounts managers and creative directors</td> <td>1,134</td> <td>1,200</td> </tr> </tbody> </table> <p>The numbers employed in the individual occupations are too small for any further analysis.</p>	CSO Census	2016	2022	Journalists, newspaper and periodical editors	3,604	3,643	Public relations professionals	1,545	2,300	Librarians	1,777	1,966	Advertising accounts managers and creative directors	1,134	1,200						
CSO Census	2016	2022																				
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Artistic, literary & media associate profs.	<p>Employment grew strongly between 2021 and 2022, with an additional 7,300 persons employed. As illustrated in the CSO Census data below, employment is spread across a number of roles; since 2016, the strongest growth, in absolute terms, was for graphic designers and authors, writers and translators.</p> <table border="1"> <thead> <tr> <th>CSO Census</th> <th>2016</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Graphic designers</td> <td>6,075</td> <td>7,400</td> </tr> <tr> <td>Actors, entertainers and presenters</td> <td>5,239</td> <td>4,772</td> </tr> <tr> <td>Authors, writers and translators</td> <td>2,808</td> <td>3,944</td> </tr> <tr> <td>Photographers, audio-visual, broadcasting equipment operators</td> <td>3,843</td> <td>3,885</td> </tr> <tr> <td>Artists</td> <td>2,814</td> <td>3,546</td> </tr> <tr> <td>Arts officers, producers and directors</td> <td>3,128</td> <td>3,485</td> </tr> </tbody> </table> <p>New employment permits issued for this occupation in 2022 were primarily for film/TV and animation/visual effects (VFX) roles but also for linguistics experts in the ICT sector. There was also a high volume of recent job hires in line with the recent employment increase. The data does not point to overall issues with recruitment for these roles.</p>	CSO Census	2016	2022	Graphic designers	6,075	7,400	Actors, entertainers and presenters	5,239	4,772	Authors, writers and translators	2,808	3,944	Photographers, audio-visual, broadcasting equipment operators	3,843	3,885	Artists	2,814	3,546	Arts officers, producers and directors	3,128	3,485
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Sports & fitness occupations	<p>Employment levels fell in this occupation between 2021 and 2022, with 6,000 fewer people employed compared to pre-COVID-19 levels. The CSO Census data shows that employment numbers were small across the individual roles included in this occupation; although the Census shows that there was some growth over the period 2016 to 2022, this was primarily related to fitness instructors.</p> <table border="1"> <thead> <tr> <th>CSO Census</th> <th>2016</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td>Fitness instructors</td> <td>3,859</td> <td>4,556</td> </tr> <tr> <td>Leisure and sports managers</td> <td>3,639</td> <td>3,518</td> </tr> <tr> <td>Sports coaches, instructors and officials</td> <td>3,127</td> <td>3,442</td> </tr> <tr> <td>Sports players</td> <td>1,053</td> <td>1,216</td> </tr> </tbody> </table> <p>A half of all persons employed in this occupation worked part-time, far exceeding the national average of 22%. Employment permits issued for this group related to professional sports players sports coaches/instructors. The rising cost of living is likely to have an impact on the demand for the services provided by many people working in these occupations. An increased use of digital fitness, particularly during COVID-19, may also have an impact on future demand for these roles, along with a shift in the skills profile required (e.g. digital skills). As such, the outlook for this occupation is uncertain, with any potential employment growth dependent on the levels of consumer discretionary spending.</p>	CSO Census	2016	2022	Fitness instructors	3,859	4,556	Leisure and sports managers	3,639	3,518	Sports coaches, instructors and officials	3,127	3,442	Sports players	1,053	1,216						
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Leisure & travel service occupations	<p>Although employment levels grew between 2021 and 2022 for this occupation, numbers employed remained below pre-COVID-19 levels. The numbers employed across the various roles in this occupation are too small in the Labour Force Survey for further analysis but the CSO Census data shows that approximately half of those in this occupation worked as air travel assistants or travel</p>																					

agents, with 2022 levels for these roles well below their 2016 levels.

<b>CSO Census</b>	<b>2016</b>	<b>2022</b>
Air travel assistants	3,052	2,567
Travel agents	2,418	2,086
Sports and leisure assistants	2,086	1,684
Leisure and theme park attendants	818	622
Travel agency managers and proprietors	348	367
Rail travel assistants	69	82
Leisure and travel service occupations n.e.c.	1,511	1,192

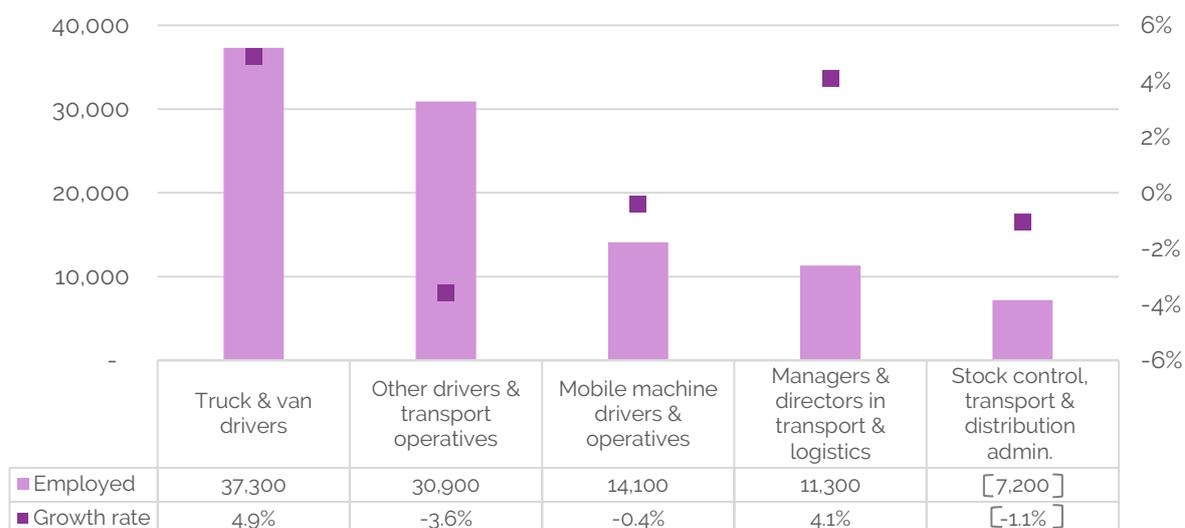
Approximately a third of persons employed in this occupation work part-time, higher than the national average. The extent to which employment in these occupations will recover to their pre-pandemic levels is uncertain as affordability and attractiveness for air travel services in particular remains vulnerable to increased energy costs, and consumer demand and preferences given the green agenda and cost of living pressures.

Hairdressers & beauticians, etc.

There was a large increase in numbers employed for hairdressers and beauticians between 2021 and 2022, with an additional 5,700 persons employed; as such, numbers employed returned to pre-COVID-19 levels. The majority of persons employed were female, with half working part-time. The share of non-Irish citizens, at 22%, was slightly above the national average of 19%. Vacancies advertised through DSP Jobs Ireland were primarily for roles including spa/beauty therapists, hair stylists and barbers. There was a relatively high volume of jobseekers registered with DSP in December 2022 who were previously employed as hairdressers, beauticians or related occupations. Future demand for hairdressers and beauticians is likely to be linked to consumer behaviour, given the increased cost of living.

## 10.13 Transport & Logistics Occupations

Figure 10.13 Annual Average Employment (2022) & Annual Average Growth Rates (2017-2022)



<b>Overall employment</b>	<b>103,500</b>
<b>Share of total workforce</b>	4.1%
<b>Main sectors of employment</b>	57% - Transport 16% - Wholesale & retail 9% - Industry
<b>Employment growth</b>	+3,900 between 2017 and 2022 +0.8% on average annually (compared to +3.0% for total workforce)

2022	% Female Q4	% Full-time Q4	% Aged 55 years & over Q4	% Irish citizens Q4	% Third level graduates Q4	Number of new employment permits	Recruitment Agency Survey
Managers & directors in transport & logistics	...	99%	...	90%	...	16	✓
Stock control, transport & distribution admin. occupations	...	[85%]	...	[85%]	...	92	✓
Truck & van drivers	...	87%	25%	77%	...	225	✓
Mobile machine drivers & operatives	...	91%	...	81%	...		✓
Other drivers & transport operatives	...	79%	43%	87%	[20%]	1	
Aircraft pilots, ship officers, air traffic controllers	...	...	...	...	...		
<b>Overall total</b>	<b>[9%]</b>	<b>87%</b>	<b>28%</b>	<b>83%</b>	<b>22%</b>	<b>334</b>	

Source: SLMRU (SOLAS) analysis of CSO (LFS) data, DETE, and SLMRU Recruitment Agency Survey (RAS)  
Numbers in square brackets should be treated with caution; an ellipsis (...) denotes numbers too small to report

## Overall Outlook for these Occupations

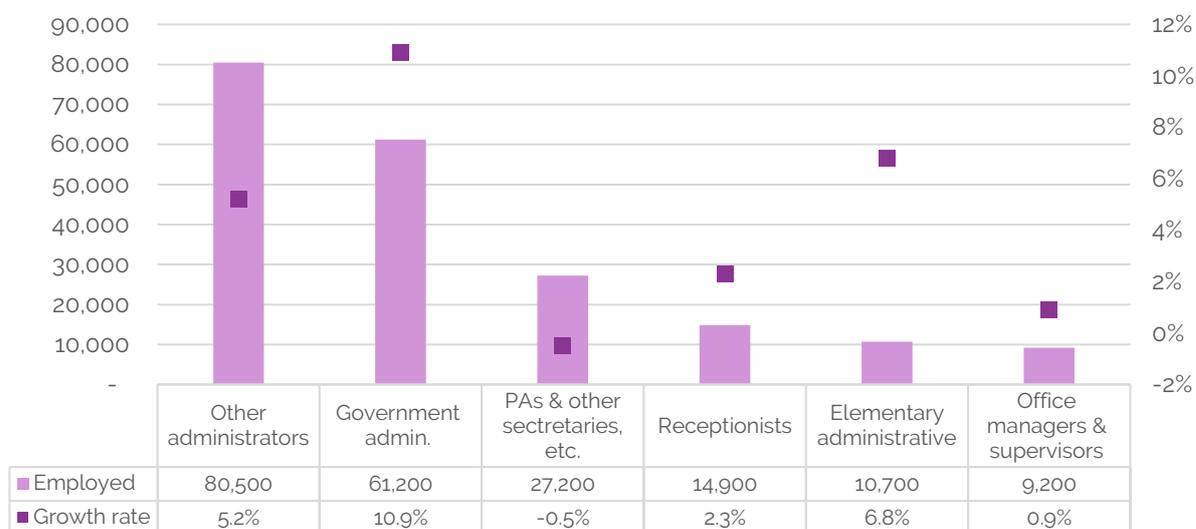
The five-year annual average employment growth rate for these occupations was below average; numbers employed in 2022 returned to pre-COVID-19 levels, driven by an increase in the numbers employed as truck and van drivers. The skills mix within these occupations continues to evolve, especially with the addition of digital and green skills. The top growing skills for transport occupations reported in online job vacancies included knowledge of environmental legislation, transportation & freight transport methods, and procurement procedures, among others. Brexit has been a driving force to this change, along with the green agenda and automation. Future demand for these roles will continue to be impacted by these transitions, along with fluctuating fuel costs and supply chain challenges.

Occupation	Economic summary
Managers & directors in transport & logistics	The overall five-year average employment growth for this occupation was above average, although employment levels declined marginally between 2021 and 2022. A small number of new employment permits were issued in 2022 for various managerial roles. Vacancies which were identified as difficult-to-fill in the Recruitment Agency Survey mainly related to warehouse and logistics managers. Training for those already employed in this occupation in areas including technological and regulatory changes associated with the transport/logistics sector will assist in preventing future recruitment difficulties.
Stock control, transport & distribution admin.	Numbers in the LFS are too small to allow for any detailed analysis. New employment permits issued in 2022 related mainly to transport and distribution clerks along with various logistics and customs roles. The Recruitment Agency Survey identified issues in sourcing freight forwarders. There was a relatively high share of jobseekers registered with DSP in December 2022 who had previously been employed as stores/despatch clerks and storekeepers.
Truck & van drivers  <b>Skills shortage: HGV drivers</b>	Although employment levels declined annually between 2019 and 2021, 2022 saw an additional 3,500 persons employed, with numbers employed exceeding 2019 levels. At 25%, the share of those aged 55 years and older was above average, as was the share of non-Irish citizens employed. The number of new employment permits issued in 2022 increased and related to HGV drivers. There was also a high volume of vacancies for HGV drivers advertised through DSP Jobs Ireland although the volume of vacancies in the OVATE data fell. Both the Recruitment Agency Survey and the Skills for Growth data identified issues in filling vacancies for this occupation including for articulated and rigid truck drivers. Given the strong employment growth and the evident demand, a shortage of HGV drivers persists.
Mobile machine drivers & operatives	The five-year annual employment growth was negative for this occupation, with employment levels remaining unchanged between 2021 and 2022. The CSO Census data shows that over half (56%) of the employment in 2022, and growth between 2016 and 2022, was for those classified as mobile machine drivers/operatives not elsewhere classified (e.g. diggers, excavator drivers); in 2022 fork-lift truck drivers accounted for 32%, crane drivers and agricultural machinery drivers each accounting for 6%. Despite the decline in employment, there were mentions of difficult-to-fill vacancies in the Recruitment Agency Survey relating to drivers for the construction sector (e.g. forklift drivers, crane, site, and teleporter operators). Future demand for drivers/operatives will be dependent on the level of construction activity in the short to medium term.
Other drivers & transport operatives  <b>Skills shortage: Bus and coach drivers</b>	Employment growth was negative for this occupation, with little change in employment levels since 2020. Most are employed as taxi drivers and bus and coach drivers; although employment levels remained unchanged for taxi drivers between quarter 4 2021 and quarter 4 2022, there was a fall in the number of persons employed as bus and coach drivers. At 43%, the share aged 55 years and older far exceeded the national average and may lead to an increase in replacement demand across the roles in the coming years. Issues with recruiting taxi drivers that occurred with the re-opening of the economy post-COVID-19 appears to have eased somewhat; the data does not point to any evidence of shortages. In a statement to the Joint Oireachtas committee on Transport and Communications, the National Transport Authority noted issues with retaining and recruiting bus drivers in a time of full employment. <sup>66</sup> There have been advertising campaigns (e.g. Dublin Bus, Bus Eireann) to recruit new bus drivers. As a result of issues with recruitment, a quota for 1,500 new permits for bus and coach drivers was added in December 2022 which has yet to be reflected in the data. The Skills for Growth data also indicates issues with filling vacancies for bus drivers (including for those with good communication skills). Despite the negative employment growth for this occupation overall, skills shortages have emerged for bus and coach drivers.

<sup>66</sup> <https://www.nationaltransport.ie/news/statement-to-the-joint-oireachtas-committee-on-transport-and-communications/>

## 10.14 Administrative & Secretarial Occupations

Figure 10.14 Annual Average Employment (2022) & Annual Average Growth Rates (2017-2022)



<b>Overall employment</b>	<b>203,700</b>
<b>Share of total workforce</b>	8.0%
<b>Main sectors of employment</b>	30% - Public administration and defence (PAD) 14% - Health 8% - Transport
<b>Employment growth</b>	+47,300 between 2017 and 2022 +5.4% on average annually (compared to +3.0% for total workforce)

2022	% Female Q4	% Full-time Q4	% Aged 55 years & over Q4	% Irish citizens Q4	% Third level graduates Q4	Number of new employment permits	Recruitment Agency Survey
Government admin.	69%	90%	31%	96%	55%	2	
Other administrators	81%	70%	22%	89%	55%	4	✓
Office managers & supervisors	[83%]	[84%]	...	[82%]	[65%]		
PAs & other secretaries, etc.	97%	55%	39%	91%	35%		
Receptionists	87%	[49%]	...	80%	...		
Elementary administrative	...	94%	...	95%	...		
<b>Overall total</b>	<b>76%</b>	<b>75%</b>	<b>27%</b>	<b>91%</b>	<b>49%</b>	<b>6</b>	

Source: SLMRU (SOLAS) analysis of CSO (LFS) data, DETE, and SLMRU Recruitment Agency Survey (RAS)  
Numbers in square brackets should be treated with caution; an ellipsis ( ...) denotes numbers too small to report

## Overall Outlook for these Occupations

Government administrative occupations have been the primary driver of the strong employment growth for this occupational group over the five-year period, followed by other administrators; the remaining occupations have seen little growth, or indeed declines, in employment levels over the same period.

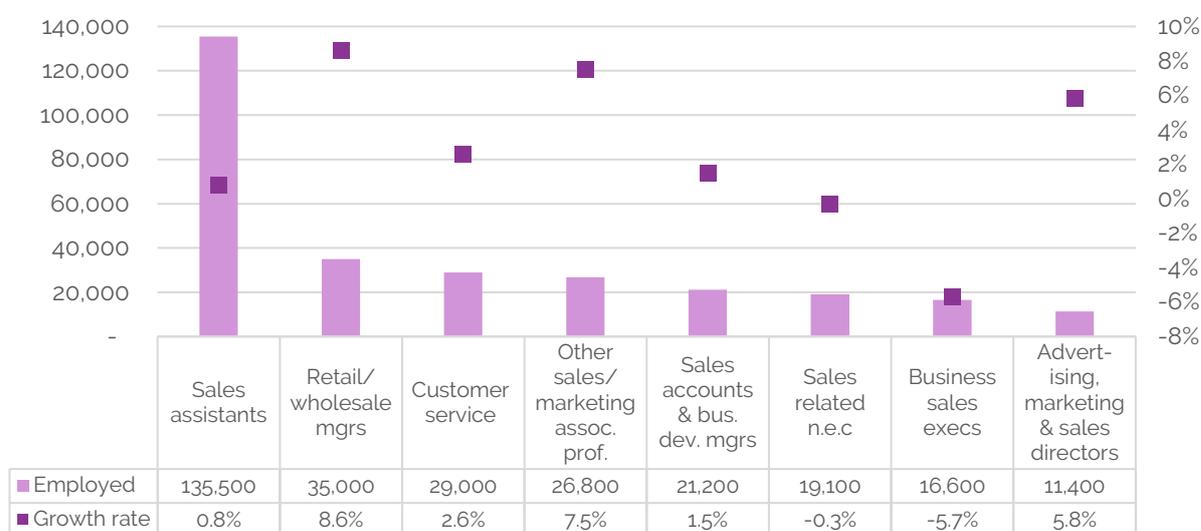
The relatively high level of recent job hires for many occupations suggests that job churn is a significant factor. In addition, the higher than average share who are aged 55 years and older indicates that job opportunities will continue to arise for replacement demand, even if employment levels are not growing. Skills mismatches may also be a feature of this occupational group with almost half holding third level qualifications.

Occupation	Economic summary
Government admin. occupations	The changes in classification as a result of the introduction of the new Labour Force Survey in 2017 are partly responsible for the strong employment growth rate for this occupation, although employment also grew strongly between 2019 and 2020, and continued to grow in 2022. Those employed are primarily female (69%), working full-time (90%), and over half (55%) held third-level qualifications. With a higher than average share of persons employed aged 55 years and older (31% compared to 19% for all occupations), replacement demand is likely to result in opportunities opening up for these roles even if employment growth slows. There was a significant number of vacancies advertised online for clerical officer roles across the civil service and Government administration roles. However, recent job hires for 2022 far exceeded employment growth indicating that job churn is a feature of this occupation. While job openings are set to continue, upskilling and reskilling may also be required for those already employed in these occupations in order to reach targets set out in the Civil Service Renewal Plan 2024 in areas such as in digital skills. <sup>67</sup>
Other administrators	This is the largest of the administrative occupations, with employment spread across all sectors of the economy. Employment grew strongly between 2019 and 2020 but has only seen marginal growth in employment levels since then. Despite this, there was a high level of recent job hires indicating that job churn is a significant feature of this occupation. Skills for Growth data points to some difficulties in filling a small number of administrator roles where skills such as digital, numerical, MS Office, and communications were in particular demand. Job opportunities are likely to continue for this role given its large size and the demand across sectors, even if employment levels slow or decline due to the impact of technological change.
Office managers & supervisors	Employment levels for this occupation have remained relatively stable in recent years. These roles were found across all sectors of the economy, albeit in small numbers. The data does not point to any issues with this occupation at present.
PAs & other secretaries, etc.	Employment in this occupation has been declining annually since 2019, resulting in a negative average growth rate for the five-year period. Combined, the education, health and professional activities sectors accounted for over two-thirds of employment. A high share of workers was employed in part-time roles (45%) and almost 40% were aged 55 years and older. As demand for PAs and secretaries falls, those leaving these roles may not be replaced which may see a continued decline in employment levels for this occupation.
Receptionists	Employment grew between 2021 and 2022 for this occupation, with numbers returning to pre-COVID-19 levels. Half of those employed worked part-time and there was a high level of recent job hires. DSP Jobs Ireland vacancies for receptionists primarily related to hotel receptionists. Factors such as automation may reduce the future demand for these roles.
Elementary admin (e.g. postal workers, couriers)	The strong employment growth rate is in part related to changes in the Labour Force Survey in 2017; although employment increased marginally between 2020 and 2021, it remained unchanged in 2022. Most are employed in the transport sector. Automation may reduce the future demand for some roles in this occupation, although increased online shopping since the onset of COVID-19 has seen demand for couriers and postal services persist.

<sup>67</sup> <https://assets.gov.ie/211842/8d223347-9114-43dd-84c5-78f685c63f1b.pdf>

## 10.15 Sales, Marketing and Customer Service Occupations

Figure 10.15 Annual Average Employment (2022) & Annual Average Growth Rates (2017-2022)



<b>Overall employment</b>	<b>294,500</b>
<b>Share of total workforce</b>	11.6%
<b>Main sectors of employment</b>	69% - Wholesale & retail 6% - Industry 6% - ICT
<b>Employment growth</b>	+27,000 between 2017 and 2022 +1.9% on average annually (compared to +3.0% for total workforce)

2022	% Female Q4	% Full-time Q4	% Aged 55 years & over Q4	% Irish citizens Q4	% Third level graduates Q4	Number of new employment permits	Recruitment Agency Survey
Advertising, marketing & sales directors	...	97%	...	84%	80%	73	✓
Managers & directors in retail & wholesale	42%	94%	[21%]	71%	51%	11	
Business sales executives	...	89%	...	72%	66%	511	✓
Sales accounts & bus. dev. managers	44%	97%	...	81%	79%	228	✓
Other sales and marketing assoc. prof.	56%	84%	...	82%	72%	797	✓
Sales assistants	66%	42%	12%	87%	19%	1	
Sales related n.e.c.	[46%]	81%	...	83%	[40%]		✓
Customer service	64%	78%	...	72%	47%	196	✓
<b>Overall total</b>	<b>55%</b>	<b>67%</b>	<b>13%</b>	<b>81%</b>	<b>41%</b>	<b>1,817</b>	

Source: SLMRU (SOLAS) analysis of CSO (LFS) data, DETE, and SLMRU Recruitment Agency Survey (RAS)  
Numbers in square brackets should be treated with caution; an ellipsis ( ...) denotes numbers too small to report

## Overall Outlook for these Occupations

Despite the lower than average annual employment growth over the five-year period, employment numbers have been increasing since 2020. The wholesale and retail sector accounts for by far the largest share of employment, at 69%, although the employment permits data points to issues with sourcing certain sales roles (particularly those with language skills) in the ICT sector, which accounts for just 6% of employment. High levels of inflation and changing consumer behaviour patterns will likely further impact on the future demand for these occupations.

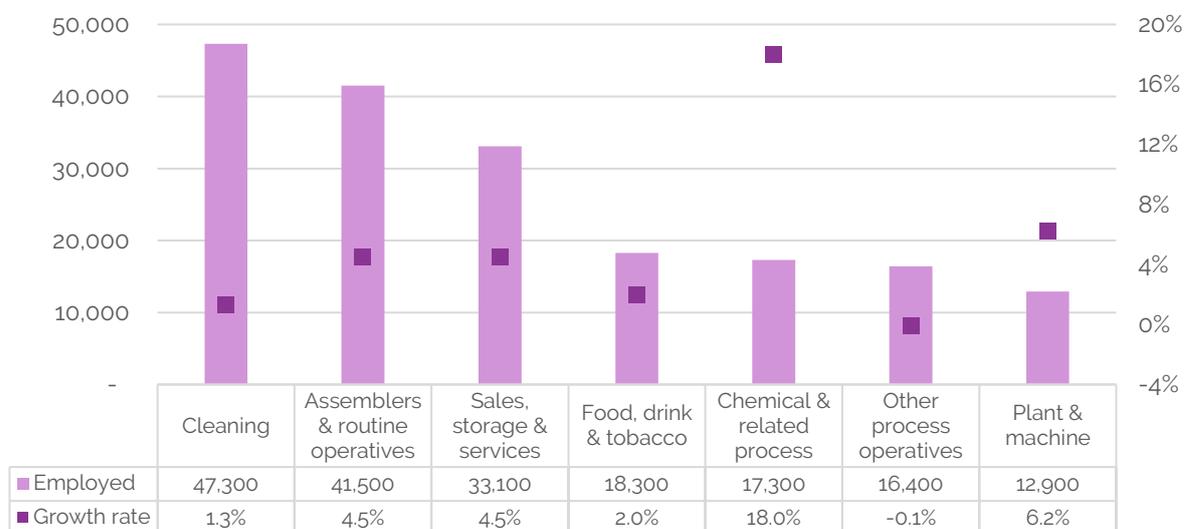
The data from Enterprise Ireland's Spotlight on Skills programme highlights the increasingly sophisticated nature of skills required for many sales and marketing roles across a range of sectors, including manufacturing (including food), ICT and finance. Roles involving customer relationship management (e.g. business sales activities) and customer service increasingly require, not just sales skills, but also the ability to strategically manage and maintain existing customer bases. Furthermore, the skills mix required in business-to-business (B2B) sales activities in particular have undergone significant change in recent years, not least due to the impact of COVID-19, which accelerated earlier developments in omnichannel selling, tech-enabled sales and e-commerce. Other skills in demand for sales/marketing roles included market research (including international markets), and business analysis.

Occupation	Economic summary
Advertising, marketing & sales directors	Employment grew strongly for this occupation between 2021 and 2022, resulting in an above average annual growth rate for the five-year period. In the CSO Census data for 2022, marketing and sales directors accounted for 52% of employment in this occupation, purchasing managers/directors for 41%, and advertising and public relations directors for 8%. The difficult-to-fill mentions in the Recruitment Agency Survey related to procurement managers. Employers (Skills for Growth and Spotlight on Skills) have pointed to difficulties in recruiting marketing managers, with digital marketing (including social media), communication and leadership skills in particular demand. Employment permits were primarily issued for sales/marketing directors in ICT, and procurement and supply chain managers/directors across various sectors. However, the number of advertisements in the OVATE data declined for this occupation between 2021 and 2022. Demand is likely to persist, particularly for those with digital advertising/marketing and sales skills, although the restructuring currently taking place in the broad ICT sector may dampen future growth.
Managers & directors in retail & wholesale	Employment grew strongly for this occupation, particularly between 2021 and 2022, with an additional 7,800 persons employed. This growth is in line with the recent employment growth in the wholesale/retail sector. The share of non-Irish citizens, at 29%, was higher than the national average of 19%. The number of jobs advertised online (OVATE) grew strongly (10%) for this occupation in the year to 2022, although the fall in adverts in the most recent quarterly data suggests a slowdown in demand.
Business sales executives	The negative growth rate for this occupation can be primarily attributed to changes to the LFS in 2017; employment levels have remained relatively unchanged in recent years. The wholesale and retail sector accounts for the highest share of employment for this occupation, at 44%. Despite this, most of the employment permits issued were for the ICT sector, many requiring language skills. German, Spanish, French, and Dutch were the most frequently mentioned languages in the online job adverts; the postings for this occupation increased slightly (2%) in the year to 2022 but fell in the most recent quarter. Employers (through Spotlight on Skills) highlighted the need for e-commerce skills (i.e. selling via digital platforms) and technical knowledge. The data suggests that demand for business sales executive roles is particularly related to the ICT sector; however, as the ICT sector enters a restructuring phase, future demand for these roles is uncertain.
Sales accounts & bus. dev. managers	Employment levels remained unchanged between 2021 and 2022 for this occupation. Employment was spread across many sectors with none large enough to report. Like business sales executives, the ICT sector appears to be the main beneficiary of employment permits issued in 2022 for this occupation. The difficult-to-fill mentions in the Recruitment Agency Survey related to sales/marketing managers and lead category managers. Employers (Skills for Growth and Spotlight on Skills) identified sales account managers, key account managers and business development managers as being difficult to fill; key skills in demand included project management, relationship management and presentation skills. Nonetheless, the number of job adverts has fallen. Although employment levels remained stable, digitalisation and new business processes are likely to impact on the skills mix required for these roles.

Other sales & marketing assoc. professionals	<p>Despite a strong employment growth rate for this occupation, employment levels fell between 2021 and 2022. Employment is spread across a number of roles including marketing associate professionals, buyers &amp; procurement officers, conference/expo managers and estate agents. Employment permits issued in 2022 were primarily for roles in the ICT sector such as digital marketing and accounts managers with language skills required for some. The Recruitment Agency Survey highlighted issues in sourcing candidates for procurement roles. The number of job adverts for this role grew in 2022, driven by increases for buyers/procurement officers and conference organisers etc. In addition, procurement/tendering documentation skills were not confined to this occupation, but were also in demand outside of sales roles, albeit in small numbers.</p>
Sales assistants	<p>Despite a below average growth rate, employment for sales assistants grew by 8,700 persons between 2021 and 2022 in line with the recovery in the wholesale and retail sector. However, recent job hires far exceeded any growth in employment pointing to significant job churn for this occupation. This is likely to be related to the young profile of workers in this occupation (44% were aged 15-24 years) and the majority (58%) being in part-time roles. There was a large volume of vacancies advertised through DSP Jobs Ireland and OVATE. Job opportunities are likely to continue to arise for this occupation given its large size and the volume of turnover.</p>
Customer service occupations	<p>Employment growth was slightly above the national average for this occupation although employment levels have changed very little since 2019. At 28%, the share of non-Irish citizens employed was above average. Employment permits issued in 2022 related primarily to the ICT sector, with language skills a requirement for some. The number of online job postings for customer service occupations fell by nearly 5% in 2022. Despite this, there was a high level of recent job hires for this occupation pointing to significant job churn. Data from employers (Skills for Growth and Spotlight on Skills) and the Recruitment Agency Survey shows that, outside of the ICT sector, some customer service occupations remain difficult to fill; demand was evident in the retail and financial sectors, and for skills such as digital, relationship management, and customer service. Demand for customer service occupations has likely been dampened somewhat by the ICT sector restructuring; nonetheless, job opportunities will arise for those with strong people &amp; customer service skills, especially outside the ICT sector.</p>
Sales related occupations n.e.c.	<p>There was a large fall in employment levels between 2021 and 2022, declining by over 9,000 persons. Employment for this occupation is across a number of roles (e.g. sales supervisors, window dressers, street traders and debt collectors). A shift in business models, particularly to online selling, may reduce the demand for in-person sales related activities (e.g. van sales persons or window dressers) in the coming years.</p>

## 10.16 Operatives & Elementary Occupations n.e.c.

Figure 10.16 Annual Average Employment (2022) & Annual Average Growth Rates (2017-2022)



<b>Overall employment</b>	<b>186,700</b>
<b>Share of total workforce</b>	7.3%
<b>Main sectors of employment</b>	53% - Industry 15% - Administrative and support services 8% - Wholesale & retail
<b>Employment growth</b>	+32,300 between 2017 and 2022 +3.9% on average annually (compared to +3.0% for total workforce)

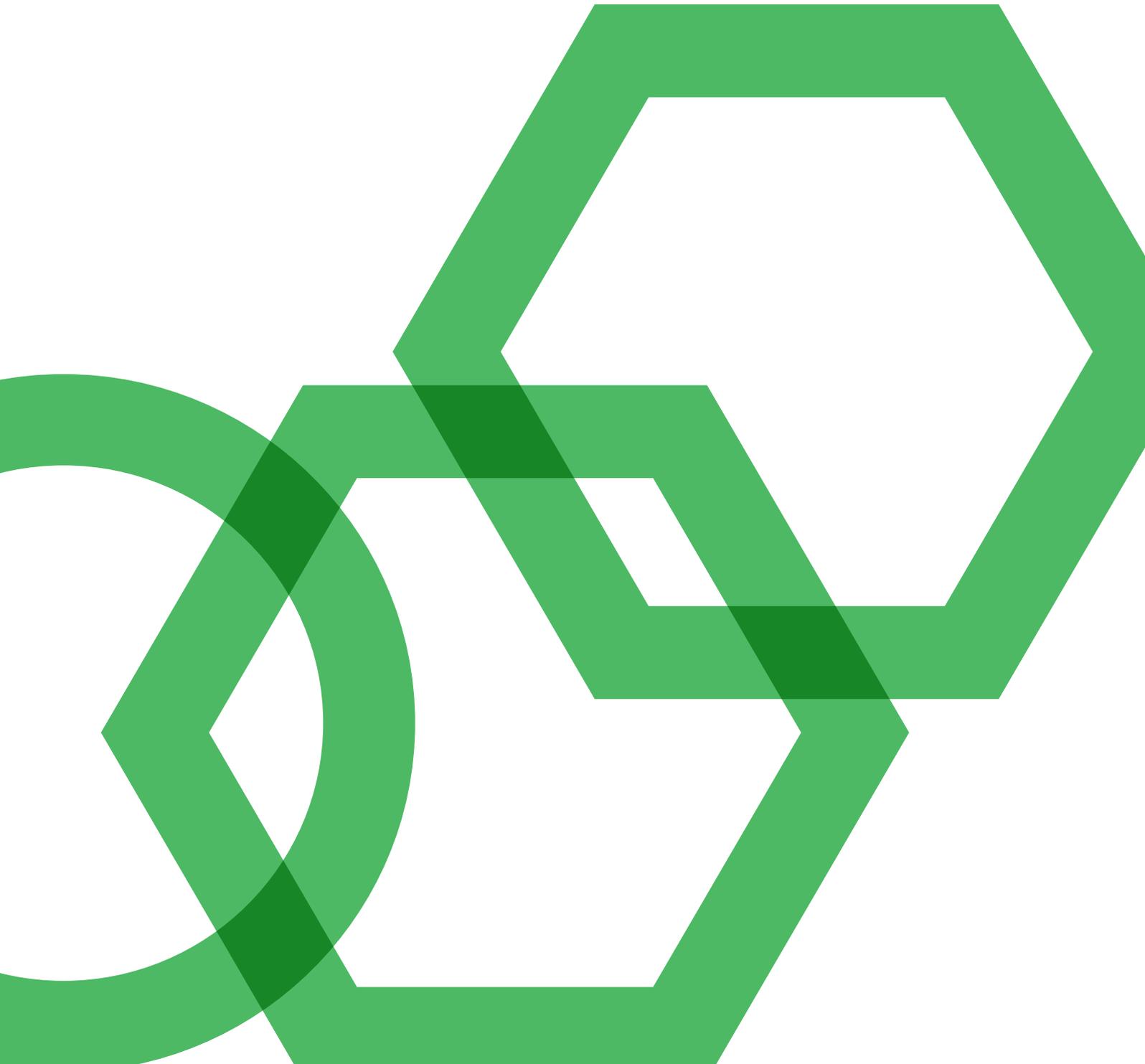
2022	% Female Q4	% Full-time Q4	% Aged 55 years & over Q4	% Irish citizens Q4	% Third level graduates Q4	Number of new employment permits	Recruitment Agency Survey
Food, drink & tobacco	...	84%	...	59%	...	1,940	✓
Chemical & related process	...	98%	...	88%	[44%]		
Other process operatives	[45%]	90%	...	61%	...	14	✓
Plant & machine	...	94%	...	80%	...	16	
Assemblers & routine operatives	41%	94%	[15%]	80%	37%		
Cleaning	72%	43%	25%	62%	[16%]		✓
Sales, storage & services	...	69%	...	67%	...	5	✓
<b>Overall total</b>	<b>40%</b>	<b>75%</b>	<b>18%</b>	<b>70%</b>	<b>25%</b>	<b>1,975</b>	

Source: SLMRU (SOLAS) analysis of CSO (LFS) data, DETE, and SLMRU Recruitment Agency Survey (RAS)  
Numbers in square brackets should be treated with caution; an ellipsis ( ...) denotes numbers too small to report

## Overall Outlook for these Occupations

Employment growth for this occupational group was strong between 2021 and 2022 with employment returning to pre-COVID-19 levels. Industry accounted for over half of employment in this occupational group with the remainder spread across a range of sectors. A fifth of those employed in these occupations had attained at most lower secondary education, the third highest share after the agricultural and transport occupational groups. There was also a higher than average share of non-Irish citizens employed across all occupations excluding chemical and related operatives. Although demand for many of these skills persists, increased automation and digitalisation are likely to result in increased upskilling/reskilling requirements for those employed to ensure they have the additional skills required for these evolving roles.

Occupation	Economic summary
Food, drink & tobacco	The employment growth rate was almost on a par with the national average, although employment levels did not change between 2021 and 2022. There was a high share of non-Irish citizens, at 41%. The volume of employment permits issued in 2022 grew strongly compared to 2021, with the reintroduction of quotas for meat processing operatives. There was also a high volume of vacancies for meat processing operatives advertised through DSP Jobs Ireland. Difficult-to-fill vacancies for food operatives occurred in the Recruitment Agency Survey and Skills for Growth data, although small in numbers. Targets to reduce agricultural carbon emissions are likely to see demand for this occupation curtailed, although issues with recruitment may persist due to the perceived attractiveness of some of the roles in this group.
Chemical & related process	The strong employment growth rate for this occupation relates to significant growth in employment occurring between 2021 and 2022, with an additional 4,900 persons employed. The volume of vacancies advertised for these roles was small across both DSP and OVATE data, although job adverts for this occupation grew in 2022 (OVATE). Despite the strong employment growth, the data is not pointing to any recruitment issues to date.
Other process operatives & process plant occupations (e.g. packers, bottlers)	Although employment numbers grew between 2021 and 2022, they remained below pre-COVID-19 levels. A higher-than-average share (39%) employed in these roles were non-Irish citizens. Vacancies advertised through DSP Jobs Ireland were primarily for general and production operatives, while vacancies for general and packaging operatives were identified as difficult-to-fill in the Recruitment Agency Survey. The perceived attractiveness of the job (e.g. shift work) may be a contributing factor in terms of recruitment issues for this occupation.
Plant & machine operatives (e.g. quarry workers, energy & sewerage plant operatives)	Despite the strong employment growth rate for this occupation over the five-year period, employment only returned to pre-COVID-19 levels in 2022. Although the green transition may result in an increased demand for elementary workers in energy and sewerage plant operations, the small numbers employed across the various roles in this occupation do not allow for detailed demand analysis.
Assemblers & routine operatives	Employment has been growing in this occupation since 2020, with employment exceeding pre-COVID-19 levels, by almost 4,000 persons. However, the high volume of recent job hires far exceeded any employment growth suggesting that job churn is a factor for these roles. In addition, there is a large number of jobseekers registered with DSP who were previously employed in roles classified as assemblers/lineworkers and other routine process workers. With 37% holding third-level qualifications, over-qualification may be occurring.
Cleaning operatives	Employment for cleaners grew in recent years but remains below pre-COVID-19 levels. Those employed as cleaners were primarily female and working part-time. The share of non-Irish citizens, at 38%, was far above the national average. The high volume of recent job hires indicates that job churn is a factor. Jobs advertised on DSP Jobs Ireland primarily related to accommodation assistants, housekeepers and cleaners, while the Recruitment Agency Survey identified issues with filling vacancies for cleaning staff. Despite this, issues with recruitment relate primarily to staff retention rather than any potential shortage.
Sales, storage & services	Despite a strong annual employment growth rate over the five-year period, employment levels have remained unchanged since 2019. This occupation had a relatively high share of persons who were employed part-time (31%), non-Irish citizens (33%) and aged 55 years and older (25%). There was a high volume of recent job hires indicating job churn is occurring. Vacancies through DSP Jobs Ireland were for warehouse operatives, ramp and baggage agents, and ground handling agents; the Recruitment Agency Survey noted difficulties in sourcing warehouse operatives, with shift work perceived to be an issue.



# Appendix A:

## Breakdown of Occupational Groups

Occupational Groups	Occupations	SOC Description
Science & Engineering Occupations	Chemical, biological & physical scientists	Chemical scientists
		Biological scientists and biochemists
		Physical scientists
		Social and humanities scientists
		Natural and social science professionals n.e.c.
		Conservation professionals
		Environment professionals
	Production, design & QC engineers	Research and development managers
		Design and development engineers
		Production and process engineers
		Quality control and planning engineers
		Quality assurance and regulatory professionals
	Other engineering professionals	Environmental health professionals
		Mechanical engineers
		Electrical engineers
		Electronics engineers
	Science & engineering technicians	Engineering professionals n.e.c.
		Laboratory technicians
		Electrical and electronic technicians
		Engineering technicians
		Quality assurance technicians
Planning, process and production technicians		
Production managers in manufacturing	Science, engineering and production technicians n.e.c.	
	Production managers and directors in manufacturing	
ICT Occupations	ICT specialist & project managers	Information technology and telecommunications directors
		IT specialist managers
		IT project and programme managers
	Programmers & software developers	Programmers and software development professionals
	ICT profs. n.e.c.	IT business analysts, architects and systems designers
		Web design and development professionals
		Information technology and telecommunications professionals n.e.c.
	IT technicians	IT operations technicians
		IT user support technicians

<b>Business &amp; Financial Occupations</b>	<b>Accountants &amp; tax experts</b>	Chartered and certified accountants and taxation experts
	<b>Mgt. consultants, bus. analysts &amp; project managers</b>	Management consultants and business analysts
		Business and financial project management professionals
	<b>Actuaries, economists &amp; statisticians; other business profs.</b>	Actuaries, economists and statisticians
		Business and related research professionals
		Business, research and administrative professionals n.e.c.
	<b>Financial analysts and insurance underwriters</b>	Brokers
		Insurance underwriters
		Finance and investment analysts and advisers
	<b>Other bus. associate profs.</b>	Estimators, valuers and assessors
		Importers and exporters
		Financial and accounting technicians
		Business and related associate professionals n.e.c.
		Legal associate professionals
	<b>Financial accounts managers</b>	Financial accounts managers
	<b>Financial managers &amp; directors</b>	Financial managers and directors
		Financial institution managers and directors
	<b>Financial admin. occupations</b>	Credit controllers
		Book-keepers, payroll managers and wages clerks
Bank and post office clerks		
Finance officers		
Financial administrative occupations n.e.c.		
Pensions and insurance clerks and assistants		
<b>HR managers and officers</b>	Human resource managers and directors	
	Human resources and industrial relations officers	
<b>Healthcare Occupations</b>	<b>Other healthcare profs.</b>	Psychologists
		Pharmacists
		Opticians (including dispensing opticians)
		Dental practitioners
		Veterinarians
		Medical radiographers
		Podiatrists
		Health professionals n.e.c.
		Health services and public health managers and directors
		Social services managers and directors
	Health care practice managers	
	<b>Medical practitioners</b>	Medical practitioners
	<b>Therapy profs.</b>	Physiotherapists
		Occupational therapists
		Speech and language therapists
Therapy professionals n.e.c.		

	<b>Nurses &amp; midwives</b>	Nurses and midwives
	<b>Health associate profs.</b>	Paramedics
		Pharmaceutical technicians
		Medical and dental technicians
		Health associate professionals n.e.c.
Dental nurses		
<b>Education Occupations</b>	<b>Higher &amp; further education teaching profs.</b>	Further and higher education teaching professionals
	<b>Secondary teachers</b>	Secondary education teaching professionals
	<b>Primary &amp; nursery teachers</b>	Primary and nursery education teaching professionals
	<b>Teaching &amp; other educational profs.</b>	Senior professionals of educational establishments
		Education advisers and school inspectors
		Teaching, special needs, and other educational professionals n.e.c.
	<b>Educational support assistants</b>	Teaching assistants
		Educational support assistants
	<b>Trainers &amp; instructors, career guidance</b>	Vocational and industrial trainers and instructors
		Careers advisers and vocational guidance specialists
Driving instructors		
<b>Social &amp; Care Occupations</b>	<b>Welfare &amp; housing associate profs.</b>	Youth and community workers
		Child and early years officers
		Housing officers
		Counsellors
		Welfare and housing associate professionals n.e.c.
	<b>Childminders, etc.</b>	Nursery nurses and assistants and playworkers
		Childminders and related occupations
		Playgroup leaders
	<b>Other caring services</b>	Nursing auxiliaries and assistants
		Ambulance staff (excluding paramedics)
		Undertakers, mortuary and crematorium assistants
	<b>Social workers &amp; welfare profs.</b>	Social workers
		Probation officers
		Clergy
		Welfare professionals n.e.c.
	<b>Care workers, home carers, etc.</b>	Houseparents and residential wardens
		Care workers and home carers
		Senior care workers
		Care escorts
<b>Legal &amp; Security Occupations</b>	<b>Barristers, judges, solicitors &amp; related profs.</b>	Barristers and judges
		Solicitors
		Legal professionals n.e.c.

	<b>Gardai</b>	Senior police officers
		Police officers (sergeant and below)
	<b>Other protective service occupations</b>	Officers in armed forces
		Senior officers in fire, ambulance, prison and related services
		NCOs and other ranks
		Fire service officers (watch manager and below)
		Prison service officers (below principal officer)
		Police community support officers
		Protective service associate professionals n.e.c.
	<b>Security guards</b>	Security guards and related occupations
		Parking and civil enforcement occupations
		School midday and crossing patrol occupations
		Elementary security occupations n.e.c.
<b>Construction Occupations</b>	<b>Civil engineers &amp; construction project managers</b>	Civil engineers
		Construction project managers and related professionals
		Production managers and directors in construction
	<b>Architects &amp; town planners, architectural technologists, &amp; surveyors</b>	Architects and town planners
		Quantity surveyors
		Chartered surveyors
		Chartered architectural technologists
	<b>Construction related technicians</b>	Building and civil engineering technicians
		Architectural and town planning technicians
		Draughtspersons
	<b>Bricklayers &amp; plasterers</b>	Bricklayers and masons
		Plasterers
	<b>Plumbers</b>	Plumbers and heating and ventilating engineers
	<b>Carpenters &amp; joiners</b>	Carpenters and joiners
	<b>Painters &amp; decorators</b>	Painters and decorators
	<b>Other construction trades</b>	Steel erectors
		Roofers, roof tilers and slaters
		Glaziers, window fabricators and fitters
		Construction and building trades n.e.c.
		Floorers and wall tilers
		Construction and building trades supervisors
	<b>Construction operatives &amp; elementary</b>	Elementary construction occupations
		Scaffolders, staggers and riggers
Road construction operatives		
Rail construction and maintenance operatives		
Construction operatives n.e.c.		

Other Craft Occupations	<b>Metal forming, welding &amp; related trades</b>	Smiths and forge workers
		Moulders, core makers and die casters
		Sheet metal workers
		Metal plate workers, and riveters
		Welding trades
		Pipe fitters
	<b>Metal machining, fitting &amp; instrument making trades</b>	Metal machining setters and setter-operators
		Tool makers, tool fitters and markers-out
		Metal working production and maintenance fitters
		Precision instrument makers and repairers
		Air-conditioning and refrigeration engineers
	<b>Vehicle trades</b>	Vehicle technicians, mechanics and electricians
		Vehicle body builders and repairers
		Vehicle paint technicians
		Aircraft maintenance and related trades
		Boat and ship builders and repairers
		Rail and rolling stock builders and repairers
	<b>Electrical &amp; electronic trades, etc.</b>	Electricians and electrical fitters
		Telecommunications engineers
		TV, video and audio engineers
		IT engineers
		Electrical and electronic trades n.e.c.
		Skilled metal, electrical and electronic trades supervisors
	<b>Other skilled trades</b>	Weavers and knitters
		Upholsterers
		Footwear and leather working trades
		Tailors and dressmakers
		Textiles, garments and related trades n.e.c.
		Pre-press technicians
		Printers
		Print finishing and binding workers
		Glass and ceramics makers, decorators and finishers
		Furniture makers and other craft woodworkers
Florists		
Other skilled trades n.e.c.		
<b>Butchers, fishmongers, bakers etc.</b>	Butchers	
	Bakers and flour confectioners	
	Fishmongers and poultry dressers	

<b>Agriculture &amp; Animal Care</b>	<b>Managers in horticulture, agriculture and fishing</b>	Managers and proprietors in agriculture and horticulture
		Managers and proprietors in forestry, fishing and related services
		Managers and proprietors in horse-racing and related industries
	<b>Farmers</b>	Farmers
	<b>Horticultural, agricultural &amp; fishing trades n.e.c.</b>	Horticultural trades
		Gardeners and landscape gardeners
		Groundsmen and greenkeepers
		Skilled workers in horse racing and related industries
		Agricultural and fishing trades n.e.c.
	<b>Animal carers &amp; pest controllers</b>	Veterinary nurses
		Pest control officers
		Animal care services occupations n.e.c.
	<b>Agriculture</b>	Farm workers
		Forestry workers
		Elementary occupations in horse racing and related industries
		Fishing and other elementary agriculture occupations n.e.c.
<b>Hospitality Occupations</b>	<b>Hospitality managers</b>	Hotel and accommodation managers and proprietors
		Restaurant and catering establishment managers and proprietors
		Publicans and managers of licensed premises
	<b>Chefs &amp; cooks</b>	Chefs
		Cooks
	<b>Catering &amp; bar managers</b>	Catering & bar managers
	<b>Kitchen &amp; catering assistants</b>	Kitchen and catering assistants
	<b>Waiters &amp; waitresses</b>	Waiters and waitresses
	<b>Bar staff</b>	Bar staff
		Housekeepers and related occupations
<b>Housekeepers &amp; caretakers, etc.</b>	Cleaning and housekeeping managers and supervisors	
<b>Arts, Sports &amp; Tourism Occupations</b>	<b>Media profs. &amp; librarians</b>	Librarians
		Archivists and curators
		Journalists, newspaper and periodical editors
		Public relations professionals
		Advertising account managers and creative directors
	<b>Artistic, literary &amp; media associate profs.</b>	Artists
		Authors, writers and translators
		Actors, entertainers and presenters
		Dancers and choreographers
		Musicians
		Arts officers, producers and directors
		Photographers, audio-visual and broadcasting equipment operators
		Graphic designers

	<b>Sports &amp; fitness occupations</b>	Product, clothing and related designers
		Leisure and sports managers
		Sports players
		Sports coaches, instructors and officials
		Fitness instructors
	<b>Leisure &amp; travel service occupations</b>	Sports and leisure assistants
		Travel agents
		Air travel assistants
		Rail travel assistants
		Leisure and theme park attendants
		Travel agency managers and proprietors
	Leisure and travel service occupations n.e.c.	
	<b>Hairdressers &amp; beauticians, etc.</b>	Hairdressers, barbers, beauticians and related occupations
<b>Transport &amp; Logistics Occupations</b>	<b>Managers &amp; directors in transport &amp; logistics</b>	Managers and directors in transport and distribution
		Managers and directors in storage and warehousing
	<b>Stock control, transport &amp; distribution admin.</b>	Stock control clerks and assistants
		Transport and distribution clerks and assistants
	<b>Truck &amp; van drivers</b>	Large goods vehicle drivers
		Van drivers
	<b>Mobile machine drivers &amp; operatives</b>	Crane drivers
		Forklift truck drivers
		Agricultural machinery drivers
		Mobile machine drivers and operatives n.e.c.
	<b>Other drivers &amp; transport operatives</b>	Bus and coach drivers
		Taxi and cab drivers and chauffeurs
		Train and tram drivers
		Marine and waterways transport operatives
		Air transport operatives
		Rail transport operatives
		Other drivers and transport operatives n.e.c.
	<b>Aircraft pilots, ship officers, air traffic controllers</b>	Air traffic controllers
		Aircraft pilots and flight engineers
Ship and hovercraft officers		
<b>Administrative &amp; Secretarial Occupations</b>	<b>Government admin.</b>	National government administrative occupations
		Local government administrative occupations
		Officers of non-governmental organisations
	<b>Other administrators</b>	Records clerks and assistants
		Library clerks and assistants
		Human resources administrative occupations

		Sales administrators
		Other administrative occupations n.e.c.
	<b>Office managers &amp; supervisors</b>	Office managers
		Office supervisors
	<b>PAs &amp; other secretaries, etc.</b>	Medical secretaries
		Legal secretaries
		Personal assistants and other secretaries
		Typists and related keyboard occupations
	<b>Receptionists</b>	Receptionists
	<b>Elementary administrative</b>	Postal workers, mail sorters, messengers and couriers
Elementary administration occupations n.e.c.		
<b>Sales &amp; Customer Service Occupations</b>	<b>Advertising, marketing &amp; sales directors</b>	Marketing and sales directors
		Purchasing managers and directors
		Advertising and public relations directors
	<b>Managers &amp; directors in retail &amp; wholesale</b>	Managers and directors in retail and wholesale
	<b>Business sales executives</b>	Business sales executives
	<b>Sales accounts &amp; bus. dev. managers</b>	Sales accounts and business development managers
	<b>Other sales and marketing assoc. prof.</b>	Buyers and procurement officers
		Marketing associate professionals
		Estate agents and auctioneers
		Conference and exhibition managers and organisers
		Property, housing and estate managers
	<b>Sales assistants</b>	Sales and retail assistants, cashiers and checkout operators
		Telephone salespersons
		Pharmacy and other dispensing assistants
		Vehicle and parts salespersons and advisers
	<b>Sales related occupations</b>	Collector salespersons and credit agents
		Debt, rent and other cash collectors
		Roundspersons and van salespersons
		Market and street traders and assistants
		Merchandisers and window dressers
		Sales related occupations n.e.c.
		Sales supervisors
	<b>Customer service</b>	Call and contact centre occupations
		Telephonists
		Communication operators
		Market research interviewers
		Customer service occupations n.e.c.
Customer service managers and supervisors		
<b>Food, drink &amp; tobacco</b>	Food, drink and tobacco process operatives	

<b>Operatives &amp; Elementary Occupations n.e.c.</b>	<b>Chemical &amp; related process</b>	Chemical and related process operatives
	<b>Other process operatives and process plant occupations</b>	Glass and ceramics process operatives
		Textile process operatives
		Rubber process operatives
		Plastics process operatives
		Metal making and treating process operatives
		Electroplaters
		Process operatives n.e.c.
		Industrial cleaning process occupations
		Packers, bottlers, canners and fillers
		Elementary process plant occupations n.e.c.
	<b>Plant &amp; machine</b>	Paper and wood machine operatives
		Coal mine operatives
		Quarry workers and related operatives
		Energy plant operatives
		Metal working machine operatives
		Water and sewerage plant operatives
		Printing machine assistants
		Plant and machine operatives n.e.c.
	<b>Assemblers &amp; routine operatives</b>	Assemblers (electrical and electronic products)
		Assemblers (vehicles and metal goods)
		Routine inspectors and testers
		Weighers, graders and sorters
		Tyre, exhaust and windscreen fitters
		Sewing machinists
		Assemblers and routine operatives n.e.c.
	<b>Cleaning</b>	Window cleaners
		Street cleaners
		Cleaners and domestics
Launderers, dry cleaners and pressers		
Refuse and salvage occupations		
Vehicle valeters and cleaners		
Elementary cleaning occupations n.e.c.		
<b>Sales, storage &amp; services</b>	Shelf fillers	
	Elementary sales occupations n.e.c.	
	Elementary storage occupations	
	Hospital porters	
	Other elementary services occupations n.e.c.	

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